

# CAUT/ACPU BULLETIN



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## CAUT proposes UNESCO policy on higher education



UNESCO headquarters Paris  
Maison de l'UNESCO à Paris

By Donald C. Savage  
Executive Director, CAUT

The annual meeting of the CAUT Governing Council in May approved in principle a CAUT proposal for a UNESCO policy on the rights of teaching personnel in higher education.

The purpose of the policy is to articulate

at the international level a policy on academic freedom, university autonomy, collegiality, ethical responsibilities and the freedom of association. The Executive believes that such a policy will be a useful addition to the arsenal of pressure when governments violate the rights of teachers in higher education.

This issue arose in ICUTO, the international consortium of national federations of faculty, whose birth CAUT sponsored in 1982. It is now composed of 14 countries including the Nordic countries, Germany, France, Britain, Ireland, the United States (NEA, AFT, AAUP), Australia, New Zealand, and South Africa.

The French union SNESup first raised the question at the Ottawa meeting of ICUTO. A subcommittee was formed of Canada, Ireland, France, and the AAUP (United States).

During the 1991/92 academic year CAUT prepared a draft for the subcommittee. The CAUT Executive entered into an agreement with the Carleton University Academic Staff Association so that their business agent, Pat Finn, would use her sabbatical to develop the document for CAUT.

She presented it to CAUT in February. It was reviewed by the Academic Freedom and Tenure Committee and by the Executive. It was then presented to the Washington meeting of ICUTO in April.

ICUTO agreed in principle with the proposed declaration. The members decided that the text would go to each nation for review and suggestions by the

end of October with a view to having a revised and final text in the new year for presentation to the next ICUTO meeting. Members would then vote on ratification in each national federation.

Meanwhile UNESCO decided at its biennial meeting in the fall of 1991 to continue discussions on a proposed recommendation in this area. It would parallel an existing and much earlier recommendation concerning primary and secondary education.

UNESCO also appointed Professor Ramzi Salamé, former president of the faculty union at Université Laval and former member of the executive of the CAUT Collective Bargaining Cooperative, to assist in drafting a position for its 1993 meeting. Professor Mark Thompson of the University of British Columbia and a former member of the CAUT Collective Bargaining Cooperative Committee has been appointed to assist in regard to the workings of the recommendation on primary and secondary school teachers.

CAUT also decided to rejoin the Canadian Commission for UNESCO and to encourage discussion of the document in that forum.

Copies of the proposal may be secured by writing to the Executive Director at CAUT.

## L'ACPU propose une politique sur l'enseignement supérieur

par Donald C. Savage  
directeur général de l'ACPU

Lors de son assemblée générale tenue en mai, le Conseil de l'ACPU a approuvé en principe un projet de politique pour l'UNESCO sur les droits des professeurs de l'enseignement supérieur.

La politique a pour but d'énoncer à l'échelle internationale une ligne de conduite sur la liberté universitaire, l'autonomie des universités, la collégialité, les responsabilités éthiques et la liberté d'association. Le Comité de direction estime que cette politique utile s'ajoutera à la levée de boucliers se manifestant lorsque les gouvernements violent les droits des professeurs de l'enseignement supérieur.

L'élaboration d'une politique de ce genre a été proposée lors d'un congrès de l'ICUTO, le consortium international de fédérations nationales de professeurs, dont l'ACPU a parrainé la création en 1982. À l'heure actuelle, 14 pays en sont membres, notamment les pays nordiques, l'Allemagne, la France, la Grande-Bretagne, l'Irlande, les États-Unis (NEA, AFT, AAUP), l'Australie, la Nouvelle-Zélande et l'Afrique du Sud.

Le syndicat français, le SNESup, a été le premier à soulever la question lors de la réunion de l'ICUTO à Ottawa. Un sous-comité a alors été mis sur pied composé du Canada, de l'Irlande, de la France et de l'AAUP des États-Unis.

Au cours de l'année universitaire 1991-1992, l'ACPU a rédigé un projet de politique pour le sous-comité. Grâce à une entente entre le Comité de direction de l'ACPU et la Carleton University Academic Staff Association, l'agente syndicale de celle-ci, Pat Finn, a élaboré le

document pour l'ACPU à l'occasion de son congé sabbatique.

Elle l'a présenté à l'ACPU en février. Le Comité de la liberté universitaire et de la permanence ainsi que le Comité de direction l'ont examiné. L'ACPU l'a ensuite présenté à l'ICUTO en avril lors de la réunion tenue à Washington.

L'ICUTO a accepté en principe la déclaration proposée. Les membres ont ensuite décidé que le document serait soumis à l'examen de chaque fédération nationale qui ferait part de ses suggestions d'ici la fin d'octobre. Un texte révisé et définitif sera ensuite soumis l'année prochaine à la réunion de l'ICUTO. Par la suite, la ratification du document fera l'objet d'un vote par les membres de chaque fédération nationale.

Dans l'intervalle, l'UNESCO a décidé à l'automne 1991, au moment de sa réunion bisannuelle, de poursuivre les discussions sur une recommandation proposée à ce chapitre. Cette recommandation sera le pendant d'une recommandation antérieure sur l'enseignement élémentaire et secondaire.

L'UNESCO a en outre nommé le professeur Ramzi Salamé, ancien président du Syndicat des professeurs de l'Université Laval et ancien membre du Comité de direction de la Coopérative de négociation collective de l'ACPU, pour l'aider à élaborer une position en vue de sa réunion de 1993. Le professeur Mark Thompson, de l'Université de la Colombie-Britannique et ancien membre du comité de la négociation collective de l'ACPU, a été nommé pour aider les travaux relatifs à la recommandation sur les enseignants de l'élémentaire et du secondaire.

L'ACPU a également décidé d'adhérer à nouveau à la Commission canadienne pour l'UNESCO et de recourir à cette tribune pour susciter des discussions sur le

document.

On peut obtenir des exemplaires du document en écrivant au directeur général de l'ACPU.

### CAUT joins campaign to keep medicare healthy

The Canadian Labour Congress (CLC) has launched a major campaign against the federal cuts in funding for medicare. The campaign aims to put pressure on the governments to return funding to its 1984 level.

Like post-secondary education, medicare is part of the Established Programs Financing (EPF) transfer arrangements to the provinces. The cash payments involved have been cut

drastically by the federal government as part of a five-year plan which will significantly reduce the federal commitment to medicare.

Members of CAUT have been invited to join in the campaign. You will find a pledge card inserted in this issue of the *Bulletin*. You are urged to speak out against underfunding, sign the card and mail it to the Coalition to Keep Medicare Healthy.

### Une campagne pour la sauvegarde de l'assurance-maladie

Le Congrès du travail du Canada a lancé une importante campagne de protestation contre la réduction des crédits fédéraux au titre de l'assurance-maladie. La campagne vise à exercer des pressions sur le gouvernement pour qu'il retourne au niveau de 1984.

Tout comme l'enseignement postsecondaire, l'assurance-maladie fait partie des accords fiscaux conclus avec les provinces dans le cadre du Financement des programmes établis. Le gouvernement fédéral a réduit de

manière draconienne les paiements de transfert en espèces, une mesure s'inscrivant dans un plan quinquennal qui réduira sensiblement l'engagement du fédéral envers l'assurance-maladie.

Les membres de l'ACPU ont été invités à participer à la campagne. Une carte postale est insérée dans le présent numéro. Prononcez-vous contre le sous-financement, signez la carte et postez-la à la Coalition pour la sauvegarde de l'assurance-maladie.

**CAUT Council Report  
(Page 4)**

**Senates & Administrators  
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**Nouvelles brèves  
(Page 14)**

## Ism letter raises ire

As members of CAUT we are outraged by, and strongly protest the inclusion of the letter of Bert L. Fairbanks, Physical Education, University of Lethbridge, in the April 1992 CAUT *Bulletin*. Surely it is the responsibility of the editor to use some discretion in what is published. Academic debate over controversial issues is to be encouraged, and every subject ought to be open for discussion.

We do not think, however, the precious space contained in the columns of the *Bulletin* should be given over to uninformed personal fulminations merely because the writer holds a position in an institution of higher learning. The claims and assumptions are so patently false, arrant and ridiculous that they do not deserve the respect of a reply.

Joseph C. Smith  
Robin M. Elliot  
Pitman Potter  
Stephan Salzberg  
David S. Cohen  
Joel C. Bakan  
Robert Grant  
Faculty of Law  
University of British Columbia

## Isms unlimited

I am writing in support of Bert Fairbanks' letter (Radical Feminism — dangerous 'ism' April 1992). I was so moved by his opinions that I have undertaken to do at Mount Saint Vincent University (MSVU) what Mr. Fairbanks is spearheading at the U of Lethbridge. He suggests that "Women's studies programs should not be allowed to be taught in universities any more than any other 'isms' should be able to promote their ideology on university campuses in publicly-funded university classes."

As a male professor at a university who's primary mission 'is concerned with the education of women,' I undertook a search of our course handbook in an effort to flush out and then hopefully to eradicate all the other repugnant isms "that seek to destroy the very foundation upon which it (the university) is built and supported." Mr. Fairbanks. I was shocked by what I found:

Biology: Darwinism  
Business: Capitalism/Commercialism/Hedonism  
Canadian Studies: Multi-Culturalism/Multi-Racialism/Nationalism/Patriotism  
Chemistry: Relativism/Determinism/Polymorphism  
Child Studies: Protectionism/Interventionism  
Comparative Literature: Comparativism  
Computer Studies: Dualism  
Economics: Marxism/Monetarism/Militarism  
Education: Deweyism/Intellectualism  
English: Fictionalism/Romanticism/Heroism  
Fine Arts: Aestheticism  
Gerontology: Ageism/Deteriorism  
History: Medievalism/Reformationism/Populism  
Home Economics: Consumerism/Familism  
Humanities: Dramaticism  
Linguistics: Colloquialism/Grammarism/Semanticism  
Math: Numericalism/Probabilism  
Modern Languages:  
Bi-Linguism/Cockneyism/Gaulism  
German: Fascism/Hitlerism  
Spanish: Francoism  
Museum Studies:  
Nudism/Cubism/Dadaism/Exhibitionism  
Philosophy:  
Existentialism/Positivism/Negativism/Stoicism/  
Determinism  
Physics: Magnetism  
Political Studies: Conservatism/Liberalism/  
Federalism/Machiavellianism  
Psychology: Humanism/Behaviorism  
Public Relations: Euphemism/Paternalism/Symbolism  
Religious Studies: Catholicism/Judaism/Buddhism/  
Animism/Mormonism/Nihilism  
Sociology/Anthropology:  
Ethnocentrism/Relativism/Activism/Colonialism  
Tourism: as this is an ism, maybe Blatantism  
Women's Studies: Feminism/Gynocentrism/  
Anti-Fairbanksism

Oh, Mr. Fairbanks, the task is daunting. Webster's New World Dictionary and Thesaurus lists well over 1,000 isms. You and I have a life-time of vigilism ahead of us. As soon as we can rid ourselves of all these pernicious "isms," I would suggest, Mr. Fairbanks, that the next generation of university professors tackle the subversive "ologies" but that's another topic.

Unlike the University of Lethbridge, MSVU does not have a Physical Education Department with scholars advocating androcentrism. If we did, the only 'ism' I can envision, in need of expulsionism, would be Sexism!

Malcolm W. Stebbins  
Business Administration  
Mount Saint Vincent University

## GST: instrument of harassment?

The GST has become an instrument for harassing professors, students, libraries and foreign publishers alike. Since it was introduced, I have experienced the following:

1) A book manuscript sent me for evaluation by an American publisher had on its label an insurance valuation; this was taken as the basis for a GST assessment and as a reason for passing the package to a broker who would then have added a brokerage fee, plus, of course, GST on the fee! Fax messages elicited a new package description from the publisher and cancelled the charge, at the cost of delayed delivery, my time, fax charges, and general frustration.

2) When I published a book with a U.S. publisher, my contract allowed me ten free copies, which were shipped by UPS and clearly marked as complimentary. Someone took pains to set a value on them, and charge GST plus brokerage fee plus GST on the fee; despite my protest, the publisher and UPS said they couldn't do anything about the bill of more than \$21 that resulted for me.

3) A package of free books, clearly marked as such, sent me by a U.S. publisher for evaluating a manuscript, had attached to it a yellow GST slip from Customs for Revenue Canada. I wrote a strong protest to Ottawa with a copy to the Winnipeg office assessing the charge.

Winnipeg never replied; Ottawa did after about ten weeks, saying even "free" books such as desk and complimentary copies were subject to GST. Of course, this is discriminatory against such mailings from abroad; such books mailed inside Canada do not get yellow slips.

4) I have refrained at times from ordering foreign books, or have had them sent to a U.S. friend, rather than cope with GST, UPS, and brokerage. It is entirely unrealistic to expect all foreign publishers to register with the Canadian government, especially in these days of desktop publishing. Information about it does not reach them in the first place; and once GST is assessed at the border, it seems too late for appeal.

Free trade should have helped reduce such barriers; now the cross-border flow of printed information and knowledge is more handicapped than it has ever been. If the government really wishes us all to enhance Canadian productivity, it should stop entangling us in yellow slips, brokerage fees, and endless arbitrary tax-charges which must be terribly costly to administer and collect, and which are one more drain on the time, energy, and scarce resources of everyone in university life.

Jennifer S.H. Brown  
History  
University of Winnipeg

## Minister questions president's logic

I am writing in response to an editorial in the April issue of the *Bulletin* on the relationship between teaching and research "Teaching plus research not just marriage of convenience."

The author, CAUT President Fred Wilson, argued that the Ontario government has been persuaded by, among others, Dr. Stuart Smith's recent report for AUCC, that university teaching can be conducted by those who are not involved in research.

Professor Wilson further argued that, because the Government of Ontario has encouraged "greater cooperation and transferability of credits between the college and university sectors," the ultimate objective must be a wholesale transfer of most university teaching to the colleges, thereby delivering post-secondary education at considerably less cost.

To draw such a causal link is truly astonishing. While the Ontario government willingly pleads guilty to promoting a broader range of options for college-university collaboration and transferability, it hardly

follows that we are plotting to transform universities into non-teaching research institutes or colleges into non-research universities.

Colleges and universities in Ontario have distinct roles and traditions, which this government acknowledges and respects. The separate sectors, however, should not (and, indeed, do not) function as two solitudes, but must work together to explore ways in which post-secondary education can be delivered most effectively to serve student needs. The Government of Ontario is committed to working with all stakeholder groups to review how such restructuring might proceed. It is inaccurate to claim, as Professor Wilson has done, that we already have reached conclusions on these issues.

Richard Allen  
Minister  
Ministry of Colleges  
and Universities  
Province of Ontario

## Free speech in danger?

In the April 1992 edition of the CAUT *Bulletin* Cathy N. Davidson (in "PH Stands for Political Hypocrisy") took pains to disabuse her readers of the notion that the equity movement (broadly construed) is a threat to free speech. In a related piece, Mary Frances Richardson wrote about "Taking on the Chilly Climate" in the March 1992 edition of the OCUFA *Forum*. She asserted that "it is still true that many women find the university climate chilly" and that "actions (should) be taken to counteract the pernicious effects of a chilly word/study environment." Noble enough — so far.

Richardson goes on to list many ways in which the university climate is made chilly for women. Under the rubric of "sexist comments" she includes "expressions of derogatory beliefs about women, such as that ... employment and educational equity will lower standards, ..." Now is Richardson claiming that anyone who utters the sentence "Employment equity will lower standards" is guilty of engaging in behaviour which (presumably) has no place at a university? Her statements, if they are not unrepresentative, give me good reason to be frightened that free speech is in danger, Davidson's assurances notwithstanding. Richardson appears to have a very narrow conception of what counts as legitimate disagreement.

Furthermore, I know female (sic) academics who have

indeed articulated the belief that employment equity will lower standards. Should these female academics be reprimanded (or worse?) for their — on Richardson's own account — "sexist comments" which contribute to the "pernicious effects of a chilly word/study environment?"

Mark Letteri  
Windsor, Ontario

## Coverage deemed one-sided

Re your April 1992 issue:

It was discouraging to see that the CAUT establishment is continuing in its Leninist, "top-down," politically correct, left fascist policies — as evidenced by all the space given to one side of the affirmative action/reverse discrimination debate (5 pages).

It was encouraging to see the CAUT establishment still has enough respect for academic freedom to allow half a page to people who have their doubts about it all.

R.L. Ogmundson  
Sociology  
University of Victoria

Letters continue on page 15

## Comments? Questions?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

Write, telephone or fax:

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## Courrier des lecteurs

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPU ou a été suffisamment débattu par d'autres correspondants.

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# Social programs: They're more than a 'sacred trust'

This month, in the face of new talk of user fees, extra billing and alternative private insurance, not to speak of attacks on medicare from south of the forty-ninth parallel, a major campaign will engage the public in efforts to maintain Canada's publicly-funded health care system. The Keep Medicare Healthy campaign is demanding that reforms that are made to the Canadian system are of the kind that will ensure its survival, not its destruction.

The campaign will be highlighted by a national TV special on the Vision network at 7.30 p.m. (EDT) on June 18, with a repeat at 12.30 a.m. (EDT) on June 19. CAUT has provided local associations with information and publicity about the campaign, and this issue of the *Bulletin* contains a postcard for the Prime Minister. I urge you to fill this out and mail it in.

There are different ways of thinking about Canada's social programs. Politicians call them a sacred trust, especially when they want to deflect the suspicion that they don't really support them. We sometimes think of them as a safety net, as though lives are lived on the high wire or swinging from one flying trapeze to another. We expect to be safeguarded against the consequences of mishap or equipment failure, and other misfortunes we cannot control; and when we are no longer as agile, physically or mentally, we want to look forward to continued acceptance as members of society, perhaps passing on what we know to younger acrobats.

But, at a deeper level, medicare and other social programs are more than just the residue of a support system for all. It is through these programs that we express our shared commitment to combating the natural fears of what the future may bring. Knowing that we will be provided for and receive care when we need it in the future helps us to overcome fear and anxiety in the present. In the present climate of fear — a chilly climate if ever there was and one which most governments seem passively to accept, if not actively to encourage — the campaign to keep medicare healthy is certainly timely.

If medicare and other social programs are there to help us deal with our fears for the future, it is through the public commitment to education that we seek to make realities of our hopes. Why is it that opinion polls consistently show, in good times and in bad, that the knowing public places a high value on education? People are not fooled: they know that education is the foundation of a meaningful life. Not only does it mean that their children can prepare for the future, it means that everyone can look forward to living in an intelligent, sustaining social environment.

Readers will know that CAUT has spent the past year trying to ensure that our own particular concern, post-secondary education, is on the agenda of the current round of constitutional discussions. The present federal government's policy with respect to the transfer payments that support established programs in post-secondary education as well as health care is precisely what lies behind the crisis to which the campaign to maintain medicare is now responding.

CAUT Council decided that this had to be our lobbying priority for 1991/92, and we have now met with the premiers of Prince Edward Island, New Brunswick and Newfoundland as well as with ministers in British Columbia and Saskatchewan. There are upcoming meetings in Ontario and Manitoba. CAUT's lobbying has ensured that the issue of EPF is now on the agenda, and we also know that there is support for our position.

Shared-cost programs were referred to in the Beaudoin-Dobbie Report; the parliamentary committee got as far as agreeing that at least new programs should have secure funding. Whether or not our favoured solution of a constitutional amendment to enshrine the responsibility of both federal and provincial governments to support established programs will eventually be included in the constitutional package, it has certainly been made clear to governments that this is an issue that won't go away.

Although it looks as though there will be some reference to a social charter in the constitutional package, mainly because of the insistence on it by the Ontario government, it also begins to look as though the language may be too soft. More perhaps than pious rhetoric but less than what is needed to make a contractual obligation. This will certainly be unfortunate; it is exactly what is wrong with the present EPF arrangement and what has enabled the federal government to renege on its commitment to provide adequate funding to the provinces for post-secondary education and medicare.

New CAUT President  
Nouveau président de l'ACPU  
Alan Andrews (Delhouisie)



Professor Andrews has served as Chair of the Academic Freedom and Tenure Committee and as Vice-President of CAUT

## Les programmes sociaux: plus qu'une obligation sacrée

À l'heure où de nouvelles options comme les frais d'utilisation, la surfacturation et les régimes d'assurance privée sont envisagés, sans oublier les attaques contre l'universalité du régime de santé venant du sud du quarante-neuvième parallèle, une importante campagne en faveur du maintien du régime public de soins de santé sollicitera l'appui de la population. La campagne, dont le thème est *Pour une assurance-maladie en santé*, a pour but d'exiger que les réformes apportées au régime canadien permettent d'assurer sa survie plutôt que de le détruire.

Dans le cadre de la campagne, une émission spéciale sur l'avenir de l'assurance-maladie sera télédiffusée au réseau Vision à 19 h 30 (HAE) le 18 juin et sera reprise le 19 juin à 0 h 30 (HAE). L'ACPU a fourni aux associations locales des renseignements et des documents sur la campagne. En outre, une carte postale à l'intention du premier ministre est insérée dans le présent numéro. Je vous recommande vivement de remplir la carte et de la poster.

Les programmes sociaux du Canada suscitent différentes lignes de pensée. Les politiciens, d'une part, les considèrent comme une obligation sacrée, surtout lorsqu'ils veulent faire taire ceux qui les soupçonnent de ne pas vraiment appuyer les programmes sociaux. Par ailleurs, nous les considérons parfois comme un filet de sécurité comme si nous vivions sur un fil de fer ou que nous nous balançons d'un trapeze à l'autre. Nous nous attendons à une protection contre les conséquences d'une mésaventure ou d'un défaut d'équipement et autres infortunes hors de notre contrôle. Puis, lorsque nous ne sommes plus alertes, physiquement ou mentalement, nous souhaitons que l'on continue à nous accepter comme des membres à part entière de la société, peut-être en transmettant notre savoir à des acrobates plus jeunes.

Toutefois, à un niveau plus profond, l'assurance-maladie et les autres programmes sociaux représentent plus que la prestation de services universels de soutien. Par ces programmes, nous pouvons exprimer un engagement commun à combattre les craintes tout à fait naturelles que nous ressentons face à l'incertitude de l'avenir. Le fait de savoir que l'on s'occupera de nous et que l'on nous prodiguera des soins lorsque nous en aurons besoin nous aide à surmonter les craintes et l'anxiété du présent. Compte tenu du climat actuel de peur, un climat de refroidissement, s'il en est, et que la plupart des gouvernements semblent accepter passivement, voire encourager activement, la campagne pour la sauvegarde de l'assurance-maladie arrive à point nommé.

Si l'assurance-maladie et d'autres programmes sociaux existent afin de nous aider à apaiser notre peur de l'avenir, l'éducation par contre, par l'engagement public, nous permet de concrétiser nos espoirs. Pourquoi donc les sondages d'opinion révèlent-ils sans cesse, beaux temps mauvais temps, que la population accorde sciemment une grande importance à l'éducation? Les gens ne sont pas dupes: ils savent que l'instruction est le fondement d'une vie significative. Pour eux, l'instruction signifie que leurs enfants peuvent préparer l'avenir, que tous peuvent espérer vivre dans un milieu social, intelligent et enrichissant.

Vous n'êtes pas sans savoir que l'ACPU n'a pas ménagé les efforts au cours de la dernière année pour inscrire à l'ordre du jour de la ronde actuelle des négociations constitutionnelles ce qui nous touche particulièrement, soit l'enseignement postsecondaire. La politique actuelle du gouvernement fédéral en matière de paiements de transfert pour les programmes établis au titre de l'enseignement postsecondaire et des soins de santé est précisément à l'origine de la crise à laquelle réagit la campagne pour la sauvegarde de l'assurance-maladie.

Le Conseil de l'ACPU a décidé que la question serait au cœur de nos pressions en 1991-1992. Pour ce faire, nous avons rencontré les premiers ministres de l'Île-du-Prince-Édouard, du Nouveau-Brunswick et de Terre-Neuve ainsi que des ministres en Colombie-Britannique et en Saskatchewan. Des rencontres sont prévues en Ontario et au Manitoba. Les pressions exercées par l'ACPU ont permis d'insérer le FPE à la table des négociations. Nous savons également que notre position est appuyée.

Le rapport Beaudoin-Dobbie a fait mention des programmes à frais partagés. Le comité parlementaire a en effet convenu que les nouveaux programmes devraient au moins jouir d'un financement stable. C'est le plus loin qu'il est allé. Que la solution que nous préconisons et visant à modifier la constitution pour y enclencher la responsabilité fédérale et provinciale du financement des programmes établis soit incluse ou non dans les propositions constitutionnelles, le message est cependant clair pour les gouvernements: le dossier est là pour y rester.

Bien qu'il semble que les propositions constitutionnelles fassent une place à une charte sociale, surtout en raison de l'insistance du gouvernement ontarien, il se peut également que le langage ne soit pas assez ferme. Il s'agit peut-être plus que des mots pieux mais moins que ce qui est nécessaire pour avoir une obligation contractuelle. Un aboutissement malheureux, certes, car c'est exactement ce qui ne va pas avec les accords actuels du FPE et ce qui a permis au gouvernement fédéral de renoncer à son engagement de subventionner suffisamment les provinces pour l'enseignement postsecondaire et l'assurance-maladie.

## Tribune libre/Commentary

CAUT welcomes articles to a maximum of 1,000 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary in the other official language. No pen names. CAUT hopes to publish one such article per issue starting in September but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

L'ACPU accepte les articles de 1 000 mots et moins portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les auteurs devront soumettre avec leur texte un résumé de 150 mots dans l'autre langue officielle. Les articles signés d'un pseudonyme seront rejetés. L'ACPU espère publier un article par numéro à compter de septembre selon la qualité et la quantité des textes soumis. Veuillez transmettre les articles par courrier électronique (CAUT@Carleton.ca) ou sur disquette (Word Perfect 5.1).

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# CAUT Council tackles a host of issues

CAUT Executive Committee  
Comité de direction de l'ACPU



L to R / G à D: Claude Dionne, Donald C. Savage, Jennie Hornosty, Richard J. Powers, Helen Holmes, Alan Andrews, Marilyn Taylor, David Balzarini, missing: Fred Wilson.

By Donald C. Savage  
Executive Director, CAUT

## SSHRCC and related issues

The annual meeting of the CAUT governing Council underlined the opposition of academics to the decision in the last federal budget to merge the Social Sciences and Humanities Research Council with the Canada Council. CAUT has called on the federal Liberals and NDP to give a commitment to repeal this legislation if they come to power in the next election.

CAUT has also opposed the abolition of the Science Council, the Law Reform Commission, the court challenges program and a number of other agencies. On a related matter the Council reaffirmed the opposition of CAUT to the abandoning of federal child care by the Conservatives.

## \$5 charge on books

The Council received reports about the deleterious effect of the GST on the research community. It passed a resolution opposing the five-dollar charge which

Ottawa will levy July 1 on books mailed to this country valued at more than twenty dollars. The Canadian Association of Research Libraries has estimated that this will cost Canadian university libraries \$10 million a year. It will also be another blow to individual researchers.

## The Constitution

Members of the Council reviewed the lobbying position of CAUT on the constitutional debate. CAUT has called for the constitutionalizing and regularizing of the Established

Programs Financing (EPF) arrangements for post-secondary education and medicare. CAUT also backed the CLC campaign in May to increase support for medicare.

## International Space University

The Ontario Confederation of University Faculty Associations (OCUFA) raised with the Council the decision of the Ontario NDP government to support the creation of a private International Space University on the campus of York University. Council agreed that CAUT would join with OCUFA and the York and Toronto faculty associations to investigate this development and its implications for staff and funding.

## UNESCO

The Council decided that CAUT should rejoin the Canadian Commission for UNESCO. CAUT was a member many years ago but let its membership lapse. The commission, at the time, did not seem very interested in higher education issues and was proposing a policy on journalism that was distasteful to many CAUT members.

This latter issue has been resolved, and the commission is now much more involved in university issues. The Council also adopted a draft proposal to UNESCO for a recommendation on the rights of university teachers. (story pg. 1)

## Maclean's and the universities

Ms. Ann Dowsett Johnston, contributing editor of Maclean's magazine and editor of the special issue of Maclean's on universities, addressed the Council. She indicated that Maclean's intended to make the special feature on universities a continuing project. She indicated that the magazine was considering a variety of changes in approach but insisted that there would be some form of ranking although not necessarily that of the 1991 issue.

There followed a spirited discussion between Ms. Dowsett Johnston and the members of Council. CAUT has written a lengthy letter to Maclean's about their special issue. (letter pg. 8)

## Guest speaker: Australia, the federal Liberals

Another speaker to Council was Di Zetlin, the General Secretary of the Federation of Australian University Staff Associations (FAUSA). (story pg. 6)

Ron Duhamel M.P. for St. Boniface and Liberal Party critic spoke on the policies and plans of the federal Liberal Party in regard to post-secondary education and research. (story pg. 6)

## Employee assistance programs

The question of employee assistance programs to deal with substance abuse, psychological problems and the like came before the Council. Council has approved an information paper on the subject. CAUT hopes that all universities will adopt such programs and that those which already have done so will review theirs in light of the document. (Further information or copies of the paper can be secured from Maureen Kilgour in the CAUT office.)

## Faculty development

The Council also reviewed how CAUT would be dealing with the issue of faculty development. This will be a joint project of the CAUT and the CAUT Collective Bargaining Cooperative. The

New council speaker  
Nouveau président d'assemblée



Bob Kerr

question of faculty development was a significant part of the CAUT response to the Smith Commission which was approved by the January Council.

Marilyn Taylor, the Chair of the Status of Women Committee and Michael Kubara of the University of Lehigh are co-chairs of the CAUT committee on this subject. Maureen Kilgour is the staff person responsible.

## University governance

The Independent Study Group on University Governance met with the Council and with certain of the outside liaison groups. It dealt with university senates and with the role of university administrators (story pg. 7)

## CAUT fees

The Council approved an increase in the CAUT fees from 1.3 mills to 1.4 mills. The purpose is to replenish the reserves depleted when Council in the 1980s decided that it would fund court challenges from the reserves and then replenish the funds.

Since there had been considerable costs involved in court challenges, it was, in the view of the Executive, necessary to put the money back into the reserves. As a consequence this Council authorized the increase of 0.1 mills.

The Executive has undertaken to review the situation in three years when the mill rate increase would be expected to have brought the reserves to a reasonable level.

## The PSE Coalition

Council approved the statement of principles of the PSE Coalition. This is a coalition which brings together the unions that represent employees in all occupations at universities and community colleges. It was suggested by CAUT and created earlier in this academic year. (see box pg. 11 for members)

## Lobbying priorities

Council reviewed the lobbying priorities for the coming year. It was agreed that a higher priority should be given to the copyright lobby than in past years, with a view to obtaining passage of Phase II of the copyright legislation.

It was also agreed that more specific emphasis should be placed on lobbying for employment equity for women, for people of aboriginal ancestry, people with disabilities, and people who are disadvantaged because of race or ethnicity or because they are members of a visible minority.

# Une foule de dossiers au menu du Conseil de l'ACPU

par Donald C. Savage  
directeur général, ACPU  
Le CRSH et des questions connexes

L'assemblée générale annuelle du Conseil de l'ACPU a fait ressortir l'opposition des universitaires à la décision du fédéral annoncée dans le dernier budget de regrouper le Conseil de recherches en sciences humaines et le Conseil des arts. L'ACPU a demandé aux Libéraux et aux Néo-démocrates fédéraux de s'engager à faire abroger la loi s'ils sont portés au pouvoir lors des prochaines élections fédérales.

L'ACPU a également fait connaître son opposition à l'abolition du Conseil des sciences, de la Commission de la réforme du droit, du programme de contestation judiciaire et de plusieurs autres organismes. En outre, le Conseil a réaffirmé l'opposition de l'ACPU à la décision des Conservateurs d'abandonner le projet fédéral de services de garde.

## Des frais de \$5 sur les livres

Le Conseil a pris connaissance des rapports sur les conséquences désastreuses de la TPS pour le milieu de la recherche. Il a adopté une résolution s'opposant à la taxe de cinq dollars que le gouvernement fédéral percevra à compter du 1er juillet sur les livres étrangers de plus de vingt dollars expédiés ici. L'Association des bibliothèques de recherche du Canada a estimé que cette mesure coûterait 10 millions de dollars par année aux bibliothèques des universités canadiennes. Les chercheurs subiront donc un autre dur coup.

## La Constitution

Les membres du Conseil ont passé en revue la position de l'ACPU dans le débat constitutionnel. L'ACPU a demandé que les accords en vertu du Financement des programmes établis (FPE) pour la santé et l'enseignement postsecondaire soient enclenchés dans la Constitution et stabilisés. De plus, l'ACPU a appuyé en mai la campagne du Congrès du travail du Canada visant à accroître le soutien à l'assurance-maladie.

## L'université internationale de l'espace

L'Union des associations des professeurs des universités de l'Ontario (UAPUO) a communiqué au Conseil la décision du gouvernement néo-démocrate de l'Ontario d'appuyer la création, sur le campus de l'Université York, d'une université privée internationale de l'espace. Le Conseil a accepté que l'ACPU s'unisse à l'UAPUO et aux associations de professeurs des universités York et de Toronto pour enquêter sur ce fait nouveau et sur ses conséquences pour le personnel et le financement.

## L'UNESCO

Le Conseil a décidé que l'ACPU devrait adhérer de nouveau à la Commission canadienne pour l'UNESCO. L'ACPU en a été membre pendant de nombreuses années mais n'a pas renouvelé son adhésion. À l'époque, la Commission ne semblait pas s'intéresser beaucoup aux questions relatives à l'enseignement supérieur et proposait une politique sur le journalisme qui ne plaisait pas à

de nombreux membres de l'ACPU.

Ce dossier désormais réglé, la Commission s'intéresse beaucoup plus aux questions universitaires. Le Conseil a également adopté un projet de recommandation pour l'UNESCO sur les droits des professeurs d'université. (Lire l'article à la page 1)

## Le magazine Maclean's et les universités

Mme Ann Dowsett Johnston, rédactrice au magazine Maclean's et rédactrice en chef du numéro spécial sur les universités, s'est adressée au Conseil. Elle a déclaré que la direction du magazine avait l'intention de publier annuellement un numéro spécial sur les universités. Elle a fait savoir que l'on envisageait diverses solutions pour modifier la formule mais a insisté sur la présence d'un certain palmarès des universités qui ne serait pas nécessairement celui du numéro de 1991.

L'ACPU a écrit une longue lettre à la rédaction du Maclean's au sujet du numéro spécial. (Lire la lettre à la page 8)

## Les conférenciers invités

Le secrétaire général de la Fédération of Australian University Staff Associations (FAUSA), M. Di Zetlin, s'est également adressé au Conseil en tant que conférencier invité. (Lire l'article à la page 6)

Ron Duhamel, député fédéral de St-Boniface et porte-parole du parti Libéral, a prononcé une allocution sur les politiques et les projets de son parti en matière d'enseignement postsecondaire et

suite à la page 5

# Coop studies strategies for bargaining in tough times

By Maureen Kilgour  
CAUT Collective Bargaining Cooperative

Despite wage freezes, suspension of collective bargaining rights and an unfriendly economic climate in Canada, members of the Collective Bargaining Cooperative remain actively engaged in a wide range of collective bargaining activities.

At the recent annual general meeting, held in Ottawa on May 7, Coop members reported on such items as the status of their negotiations, difficulties at the bargaining table, requests from university administrations to roll back salaries and benefits, and grievances and arbitrations.

One special report was received from Mount Allison Faculty Association on their three-week strike in April. The director from Mount Allison took the opportunity to thank the members of the Collective Bargaining Cooperative for their moral and financial support, and indicated that the national support network for faculty associations is extremely important.

The Executive Committee announced to the members the creation of an ad-hoc committee

on Bargaining in a Crisis. The mandate of this committee, to be chaired by Richard McGaw, is to gather information on issues and strategies concerning proposed wage roll-backs, negotiating in a recession, and financial crises at universities.

The importance of developing a national network of strategies was stressed, since many faculty associations across Canada are dealing with the same issues. The ad-hoc committee will be gathering information throughout the summer, and will be presenting a preliminary report in the fall.

One other major project which is nearing completion is the Collective Agreement Database. The database, once it is up and running, will facilitate clause research and comparisons among Canadian faculty association collective agreements. It is anticipated that this will further assist Coop members in their collective bargaining efforts, and will strengthen the collective agreements that cover university faculty.

The final major project of the 1991/92 year will be the 15th Annual Collective Bargaining Conference in Val Morin, Quebec. This year's conference

Collective Bargaining Cooperative Executive Committee  
Comité de direction de la coopérative de négociation collective



L to R / G à D: Daniel Woolf, Rick McGaw, Joyce Lorimer, Tom Booth, Michael Kuhara, George De Benedetti, missing: Ronald Melchers.

will have as a special focus "Bargaining for Women," in an attempt to reflect the changing demographics of the university community, and to encourage more women to become involved

in the collective bargaining process.

The annual general meeting closed with the re-election of the 1991/92 Executive Committee. The Executive has indicated their

desire to finalize the main projects undertaken to date, and to strengthen the network of faculty associations engaged in collective bargaining across Canada.

## Status of Women Committee Members Membres du Comité du statut de la femme

Marilyn Taylor, Chair (Concordia)  
Penelope Alderdice (Memorial)  
Dayna Daniels (Lethbridge)  
Janice Drakich (Windsor)  
Joyce Forbes (Lakehead)  
Mariette Blanchette (CAUT Secretary)  
Helen Breslaue (OCUFA Rep.)  
\* Jennifer Bankier (Dalhousie)  
\* Karen Grant (Manitoba)  
Alan Andrews, President (Dalhousie)  
Donald C. Savage (CAUT Executive Director)

## Librarians Committee Members Membres du Comité des bibliothécaires

Jim Brett, Chair (Guelph)  
Ruth Sheeran (Bishop's)  
Linda Winkler (Regina)  
\* Carmel Allain (Moncton)  
\* Margot Schenk (Saint Mary's)  
Robert Moore (CAUT, Secretary)  
Sandra Casey (OCUFA Observer)  
Alan Andrews, President (Dalhousie)  
Donald C. Savage (CAUT Executive Director)

## Elections and Resolutions Committee Members Membres du Comité des élections et résolutions

\* Robert Kerr, Chair (Windsor)  
Mark Sandilands (Lethbridge)  
\* Gail Storr (UNB)

## CAUT Executive Committee Members Membres du Comité de direction

Alan Andrews, President (Dalhousie)  
Claude Dionne, Vice President (Moncton)  
David Balzarini, Treasurer (British Columbia)  
Fred Wilson, Past President (Toronto)  
Jennie Hornosty, Member at Large (New Brunswick)  
\* Helen Holmes, Member at Large (Calgary)  
\* Dick Powers, Member at Large (Victoria)  
Marilyn Taylor, Chair, SWC Committee (Concordia)  
Rick McGaw, Observer, Chair, CAUT COOP (New Brunswick)  
Donald C. Savage (CAUT Executive Director)

\*new members

## Collective Bargaining Cooperative Executive Committee Members Membres du Comité de direction de la coopérative de négociation collective

Rick McGaw, Chairperson (UNB)  
Daniel Woolf (Dalhousie) Treasurer  
Tom Booth (Manitoba)  
Joyce Lorimer (Wilfrid Laurier)  
George De Benedetti (Mount Allison)  
Michael Kuhara (Lethbridge)  
Ron Melchers (Ottawa)

## Negotiating Committee with FQPPU Members Membres du Comité de négociation avec la FQPPU

Peter King (Manitoba)  
Claude Dionne, V-P CAUT (Moncton)  
\* Jennifer Bankier (Dalhousie)

## Nominating Committee Members Membres du Comité des mises en candidature

Tom Booth, Chair (Manitoba)  
\* Michael Poulton (TUNS)  
\* Gloria Mulcahy (King's)

## Academic Freedom and Tenure Committee Members Membres du CLUPE

Bernice Schrank, Chair (Memorial)  
Marg Csapo (British Columbia)  
Roger Gannon (York)  
Richard Hiatt (Brock)  
\* Patrick Grassick (Calgary)  
Patrick O'Neill (Acadia)  
Joan Sherwood (Queen's)  
Alan Andrews, President (Dalhousie)  
Claude Dionne, Vice-President (Moncton)  
Donald C. Savage (CAUT Executive Director)  
Howard Snow (CAUT Secretary)

## Une foule de dossiers au menu du Conseil de l'ACPU

suite de la page 4

de recherche. (Lire l'article à la page 6)

### Les programmes d'aide aux employés

Le Conseil s'est penché sur le dossier des programmes d'aide aux employés aux prises entre autres avec l'abus de substances psychoactives ou des problèmes psychologiques. Le Conseil a approuvé un document d'information sur le sujet. L'ACPU espère que toutes les universités adopteront des programmes de ce genre ou qu'elles les réviseront à

la lumière du document si elles en sont déjà dotées. (S'adresser à Maureen Kilgour, au secrétariat de l'ACPU, pour se renseigner ou obtenir des exemplaires du document.)

### Le perfectionnement des professeurs

Le Conseil s'est en outre penché sur la manière dont l'ACPU traitera de la question du perfectionnement des professeurs. Le projet sera mené à bien par l'ACPU et la Coopérative de négociation collective. Dans sa réponse au rapport de la

Commission Smith, que le Conseil a approuvée en janvier, l'ACPU a accordé une grande place au perfectionnement professionnel.

Marilyn Taylor, la présidente du Comité du statut de la femme, et Michael Kubara, de l'Université Lethbridge, sont les coprésidents du sous-comité de l'ACPU responsable du dossier. Maureen Kilgour est l'employée affectée au projet.

### La direction des universités

Le Groupe d'étude indépendant sur la direction des universités a

rencontré les délégués du Conseil et des représentants de certains membres des groupes de liaison externes. Les rencontres ont porté sur le sénat des universités et le rôle des administrateurs universitaires. (Lire l'article à la page 7)

### Les cotisations de l'ACPU

Le Conseil a entériné une hausse du taux au mille des cotisations de l'ACPU qui passera de 1,3 à 1,4. Cette augmentation a pour but de regagner le fonds de réserve qui a

été réduit lorsque le Conseil a décidé, dans les années 1980, de puiser à même les réserves les fonds nécessaires pour les contestations judiciaires. L'intention était de regagner ensuite les réserves.

Puisque déjà de fortes sommes ont été investies dans des contestations judiciaires, le Comité de direction a jugé nécessaire de refaire les réserves. Le Conseil a donc autorisé une hausse de 0,1 du taux au mille.

suite à la page 11

# A Liberal voice at Council



Ron Duhamel

By Donald C. Savage, CAUT

Ronald Duhamel, the Liberal M.P. for St. Boniface and party critic for post-secondary education, spoke to the CAUT Council. He outlined the party's

policies, noting that Jean Chrétien wished Canada to have the best educational system in the world and that he wished to start by ensuring that it was the best in North America.

He wanted the assistance of members of CAUT on how to get there. In his economic recovery package earlier in 1992, he had laid great emphasis on the need to enhance educational opportunities, training and research.

The 1992 Liberal convention had also addressed a number of issues pertaining to post-secondary education. Mr. Duhamel noted some of these including the commitment not to reduce funding, the attack on the GST on books, and the emphasis on the importance of research.

He also noted the track record of the Liberal caucus in such matters as its opposition to the merger of SSHRCC with the

Canada Council and its hostility to the current arrangements for student aid.

On the matter of the federal presence, he said the party was committed to ensuring that there could no longer be unilateral withdrawals from financial commitments by the parties to Established Programs Financing (EPF). He was not sure about constitutionalizing EPF.

He personally had no difficulty with special arrangements for Quebec as currently existed in the area of student aid. He supported Beaudoin/Dobbie on labour market training and did not think it should become an exclusive provincial responsibility.

The Liberals favoured a renegotiation of the current fiscal arrangements with the provinces. This would take into account the question of cash versus tax points, the relationship of equalization

and EPF, and the possibility of introducing a system along the lines of Australia in regard to students fees.

He characterized the current student aid structure as a "mess," and said that the Liberals' target would be to ensure accessibility without permanent financial bondage when students graduate. He also said that the Liberals were committed to increase research funding, but he could not give precise figures because that depended on the financial situation in the future.

He suggested that a Liberal government would be more activist than the Conservatives, more willing to stimulate and to assist. However, he cautioned that the financial situation in two years time was unknown and that a Liberal government would be expected to manage the finances and the debts of the country

prudently.

Even if times were difficult, he pledged that he would fight to get a fair share of what was available. He recognized that it was hard to get new money in these times, but that should not, he said, discourage lobbying but rather encourage it.

Mr. Duhamel also addressed the question of why anyone should believe the Liberal Party's pledges. He recognized the current level of cynicism. He suggested, however, that it was important to look at the track record of the leader and of the current Liberal caucus.

He suggested that it was important for CAUT to ensure that political commitments were written, and he commended the CAUT decision in the last election to secure and to publish the positions of the federal parties.

## Australia's PSE changes revolutionary



Di Zetlin

By Rosalind Riseborough, CAUT

Funding cuts, increased enrolments, public accountability, university rationalization... It sounds very familiar to Canadian academics, but the message comes from the other side of the globe.

These are among the vital issues faced by university faculty in Australia, and were highlighted by Di Zetlin in her address to the May Council meeting of CAUT in Ottawa. Professor Zetlin is a faculty member of Queensland University in Australia and is currently serving as the General Secretary of the Federation of Australian University Staff Associations (FAUSA).

Professor Zetlin described how

the Australian government is responding to the emerging fiscal crisis by contracting social expenditure. This of course has meant that education has suffered enormously, going from a high point where the government spent six per cent of GDP on education to a situation where it now spends only 4.7 per cent of GDP in this sector.

The social changes that have taken place within the higher education system in Australia can be described as revolutionary. Since 1988 the provision of post-secondary education has been transformed from a system modelled on the fairly elite British system with low levels of participation to one which is a mass education system.

The seven per cent per annum growth in student enrolments will effectively double enrolments within 10 years. It is estimated that by the year 2001, 90 per cent of the 17-19 age cohort will be engaged in post-secondary education, and 45 per cent of this cohort would be enrolled in the university system.

This phenomenal growth rate has been accompanied by a whole-scale amalgamation of institutions through the rationalization of the higher education system. The number of institutions has dropped from 76 to 40. University rationalization has proved a turbulent experience for faculty

and institutions and will have profound and long-lasting effects.

Professor Zetlin reported about the debate surrounding the use of performance indicators, but these measures have not been implemented as funding mechanisms. There have, however, been a number of changes that will require institutions to be more publicly accountable with regards to the use of public funds.

These trends are welcomed by FAUSA, which takes the view that a high level of public funding ought to be coupled with concomitant public awareness about how funds are spent. FAUSA opposes the notion of negotiating public expenditures behind closed doors.

Emerging from this debate is the important result that the government has established

tripartite mechanisms to advise on all funding issues. This has meant that for the first time in the history of higher education in Australia the academic unions are directly represented in the commonwealth bodies that provide funding advice to the minister of higher education.

Similar to Canada, increases in student participation has been accompanied by a decrease in funding for higher education, and in fact, funding per student has declined by 12 per cent between 1983 and 1990. This has led to heavier workloads, a lack of resources, difficulties in undertaking new initiatives, and so on.

It is expected that this situation will turn around by 1994, and that the funding per student will become slightly higher than the average for Canada,

approximating \$14,000 per student.

Alternate sources of funding have become rather more important in recent years. For example, up until 1983, there were no student fees at all. Then an income contingent fee system was introduced, whereby fees are repaid through a tax surcharge applied once income reaches the average weekly wage.

In 1993 revenue from fees is expected to reach \$400 million per annum, or .01 per cent of GDP. The universities are also expanding into the commercial markets through the commercialization of research, and this has led to debate over the ownership and management of intellectual property.

Australia? Not so very far away after all.

## PSE not free trade issue

Mr. Fred Wilson  
President, CAUT

Dear Mr. Wilson:

I have been asked to respond on behalf of the Honourable Michael H. Wilson, Minister of Industry, Science and Technology and Minister for International Trade to your letter of April 6, 1992 in which you state that your association believes education is an issue being discussed in the North American Free Trade Agreement (NAFTA) negotiations.

I want to assure you and your association's members that education in general and post-secondary faculty hiring procedures, in particular, are not being negotiated in the NAFTA context.

As you have noted, provision was made in the Canada-U.S. Free Trade Agreement (FTA) to consolidate the long-standing practice of limiting free access of American academics to Canadian post-secondary institutions to temporary appointments. I want to reassure you that the NAFTA will not go beyond the FTA provision.

The federal government is committed to continuing its effective and timely consultations with Canadians on the NAFTA negotiations. Since the negotiations began last June, the NAFTA negotiators have held over thirty briefings with provincial authorities, including four meetings with provincial trade ministers and eleven meetings, at the level of senior officials, of the Federal — Provincial Committee on NAFTA. In addition, each province has been provided with a copy of the draft text on a confidential basis and received a detailed briefing on this document.

Moreover, negotiators actively consult with Canadian non-governmental representatives, primarily through the International Trade Advisory Committee (ITAC) and the fifteen Sectoral Advisory Groups on International Trade (SAGITs). It is through these contacts that representatives of the business community, organized labour, the universities and environmental groups channel their views with respect to trade policy issues, including the NAFTA, to the government. At present, a total of seven ITAC and ten SAGIT members are affiliated with Canadian post-secondary institutions.

In addition, Parliament is being fully briefed on the status of the negotiations, including through the Sub-Committee on International Trade of the House of Commons, and through caucus briefings which have been offered to the members of each political party.

Active consultations such as those mentioned above have been essential to the development of Canada's NAFTA negotiating objectives. Direct communications from the public also form an integral part of this process.

Thank you for writing. The interest of the Canadian Association of University Teachers in these matters is appreciated.

K.H. Christie  
Director, Policy Coordination  
Office of North American  
Free Trade Negotiations

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# Study Group tackles contentious issues

By Bob Moore

Professional Officer, CAUT

At May Council, the CAUT commissioned Independent Study Group on University Governance (ISGUG) considered several different issues, related to the roles, function and composition of academic senates or general faculties councils (GFCs). It also examined the selection or appointment, review and renewal procedures for university administrators.

Representatives from the Independent Study Group's (ISGUG) liaison group, observers and local, provincial members participated in such discussions during Council which produced a wide range of interesting information.

The Study Group, comprised at present of Ernst Benjamin, Guy Bourgeault and Robert Moore as secretary met with these various groups and the CAUT Executive to solicit their respective opinions, views and comments or recommendations about universities' senates and administrations.

Council endorsed an Executive

motion that Ken McGovern of Campion College (University of Regina) be added to the ISGUG. In addition, another person may be sought to be an ISG member as a result of Liara Salter's resignation because of compelling personal matters.

Also Council approved Executive's request for authorization to establish, in consultation with the ISG, an editorial advisory group for the preparation of the ISGUG issues paper and final report. It is intended that a draft issues paper will be available for discussion in the fall.

Participants during the session with liaison group members and observers included representatives from a significantly wide range of interests involving government, research, administrative and student concerns.

The group's meeting raised diverse issues with respect to public accountability of academic decision-making to all constituencies of Canadian universities and affiliated or associated colleges. Members addressed matters of senate representation in light of social

responsiveness and initiatives for visible minorities as well as accessibility to post-secondary education in Canada.

Questions were treated respecting how the composition of university senates, general faculties councils and boards of governors or trustees influenced academic decision-making and the financial impact to the public as well as immediate constituents, of those decisions.

The respective powers, mandates, roles and functions of boards, senates and academic administrations were considered and how they might be changed to deal with current problems, especially fiscal restraints and particular difficulties caused by chronic underfunding.

Many of these same underlying themes and difficulties over the perception and reality of this division of powers and mandate between boards and senates with respect to academic or financial decisions were raised among council representatives from local and provincial associations.

Unique structures of governing bodies and academic staff participation in both board and senate decisions were described.

Involvement by academic staff representatives; how they were elected or appointed; and who they really represented or did not, were discussed with a broad range of answers from across the country as a result.

Similarly, processes and procedures for the appointment or selection, review and renewal of academic administrators varied institutionally. A broad divergence of methods and degrees of openness in each process or procedure emerged in regard to different senior administrative positions.

Presidential search committees differed, sometimes quite substantially from those for other senior administrators such as vice-presidents, vice-principals or vice-rectors, and those of deans or departmental chairs.

Moreover, the degree of secrecy or confidentiality with which such hearings and deliberations were conducted reflected a large array of possible alternatives to traditionally established norms or practices. Academic councils and collective bargaining were seen as two probable means to make viable systematic changes.

The scholarly teaching and

research implications of decisions made in senate, by its committees and through administrative sub-committees were addressed. The effects of external pressures and influences on internal affairs, namely program or curricula development, course assessments, performance evaluations and appraisals, or other such related matters, were clearly evident from participants comments.

The present economic climate, government initiatives, other studies and competition among universities for diminishing resources seem to have compounded longstanding structural governance issues. The ISG will seek to address these interrelated dilemmas and pose possible alternative resolutions in its forthcoming issues paper.

In order to facilitate this endeavour, the ISG gladly welcomes your input and appreciates your interest to date. Consequently, please forward additional comments, questions or other areas of concern to Robert Moore as ISGUG Secretary at the CAUT office so these matters may be drawn to the ISG's attention in preparation of this work.

## Section 80 and the B.C. Government

The Council passed a resolution thanking the NDP government in British Columbia for introducing legislation to abolish section 80 of the Universities Act. This was

the section imposed by the Social Credit government which forbade collective bargaining for faculty in British Columbia.

## L'article 80 et le gouvernement de la Colombie-Britannique

Le Conseil a adopté une résolution visant à remercier le gouvernement néo-démocrate de la Colombie-Britannique d'avoir déposé une loi abolissant l'article

80 de l'Universities Act. L'article, imposé par le gouvernement créditiste, interdisait aux professeurs d'université de négocier collectivement.

## Les sénats et les administrateurs

Lors de l'assemblée de mai du Conseil, le Groupe d'études indépendant sur la direction des universités (GEIDU) a rencontré des représentants de groupes indépendants de liaison et des membres du Conseil de l'ACPU. Les rencontres ont porté sur les sénats, ou les assemblées universitaires, et sur le rôle des administrateurs.

En général, les membres du Conseil estiment que le pouvoir des sénats a diminué depuis dix ans et qu'il faut agir pour les revitaliser. On a également discuté du rôle des administrateurs universitaires, de leur sélection et de leur évaluation.

Le GEIDU espère terminer ses travaux d'ici la fin de l'année et déposer son rapport définitif en janvier 1993, à l'occasion de l'assemblée du Conseil. Il publiera un document de synthèse en septembre.

Mme Liara Salter, l'une des membres du groupe d'étude, a dû se retirer des travaux. Elle est remplacée par M. Ken McGovern, professeur à l'Université de Regina.

### MORE THAN JUST NUMBERS

The Report of the Canadian Committee on Women in Engineering proposes ways to attract, retain and advance the careers of women in engineering in Canada. The report contains:

- ♦ Recommendations aimed at primary and secondary school educators, educators of engineers, employers of engineers and associations of professional engineers.
- ♦ Specific strategies and timeframes for implementation of recommendations.
- ♦ Personal testimonies of women engineering students and women engineers.
- ♦ Initiatives undertaken by educators, employers and professional associations in Canada.

Copies of the report are available at cost (\$25, including GST and handling) from:

Northern Telecom-NSERC Women in Engineering Chair  
Faculty of Engineering  
University of New Brunswick  
P.O. Box 4400  
Fredericton, NB  
E3B 5A3

### ELLES FONT UNE DIFFÉRENCE

La rapport du Comité canadien des femmes en ingénierie a proposé des moyens pour attirer et retenir les femmes en ingénierie et leur permettre d'avancer leur carrière au Canada. La rapport contient:

- ♦ Des recommandations visant les enseignants des écoles primaires et secondaires, les professeurs de génie, les employeurs et les associations d'ingénieurs.
- ♦ Des stratégies et des échéanciers précis pour la mise en oeuvre des recommandations.
- ♦ Des témoignages personnels des étudiantes en génie et des ingénieures.
- ♦ Les mesures entreprises par les professeurs, les employeurs et les associations professionnelles au Canada.

On peut se procurer des exemplaires du rapport (25 \$, TPS et frais d'expédition compris).

Chaire Northern Telecom-CRSNG Les femmes en ingénierie  
Faculté de génie  
Université du Nouveau-Brunswick  
C.P. 4400  
Frédéricton, N.-B.  
E3B 5A3

# CAUT response to Maclean's

Le 21 octobre 1991, le magazine Maclean's publiait un numéro spécial sur les universités canadiennes. L'un des articles consistait en un palmarès des universités où l'on tentait de classer toutes les universités canadiennes. Le numéro a suscité un vif débat. (Le Comité de direction de l'ACPU a décidé de continuer la question dans la lettre que vous pourrez lire ci-après.) La rédaction du Maclean's a décidé de continuer de publier chaque année le numéro spécial. Mme Ann Dowsett Johnston, la rédactrice en chef du numéro spécial de 1992, est donc venue s'adresser au Conseil de l'ACPU et a écouté les nombreuses suggestions des délégués.

On October 21, 1991, Maclean's published a special issue on universities in Canada. One feature was a ranking system which attempted to rate all Canadian universities together. The issue sparked a great deal of debate. (The Executive of CAUT decided that it would make comments which are to be found in the letter below.) Maclean's has decided that it will continue this special feature as an annual event, and as a result, Ann Dowsett Johnston, the editor of the 1992 special issue, spoke to the CAUT Council and heard many suggestions from the floor. April 16, 1992

Mr. Robert Lewis  
Managing Editor, Maclean's

Dear Mr. Lewis:

The Executive of CAUT discussed the plans of Maclean's to publish another special issue on university education later this year. You will have already received an invitation from the Executive to meet with the presidents of Canadian faculty associations at the annual general meeting of CAUT in Ottawa.

## 1) Guide for students

We believe that Canadian students and parents would be well served by a competent analysis of Canadian universities, their mission, how they do it, and with what resources. This would be something like a handbook which would provide the information students and parents need to make their own choices. It would involve a good deal more information than was reviewed in the last Maclean's survey, and we note some suggestions below.

## 2) Openness in research

(a) CAUT strongly believes that research should be public. We, therefore, think that Maclean's should make its total data available to bona fide researchers who might want to verify the calculations made or the conclusions reached or use the material in connection with other research in postsecondary education. This can only be achieved if Maclean's refrains from promising confidentiality to any of its respondents. Of course if you do a survey of a representative group, say of assistant professors, and the results to you and everyone else are anonymous, then there is no problem. But you should not promise that signed materials will be kept confidential, i.e. your survey of university presidents. Confidentiality is, of course, one of the reasons frequently invoked by politicians and civil servants to deny access to information. The media should not play the same game when its interests are involved. I was reassured by the comments of Mr. Benedict to the effect that this year's survey data would, in fact, be in the public domain. I was, however, concerned that the data from last year's survey would not be made available, on the grounds that some individuals were promised confidentiality. You could, of course, remove their names from the data.

(b) We also suggest that when Maclean's is finished with its data, it should transfer it to an archive with no restrictions on its use. You will recall that Stuart Smith said in his report that there was not enough research on Canadian universities. This would certainly help.

(c) This approach to data in turn suggests that the research instrument should be made public prior to the survey so that the various interested groups can make comments on the methodology. Maclean's would also be wise to contract with an independent statistician to verify the methodology and the statistics that come in. Given the importance of the issues, the

highest degree of professionalism is desirable. It will certainly enhance the value of the outcome.

## 3) Ranking universities

We believe that ranking Canadian universities is silly particularly since, we gather, you are now going to survey complete universities and not just arts and science faculties. Canadian universities have different histories, different missions, and different structures to realize these goals. To ignore this is to seriously mislead students and parents. For example we have in this country a number of fine small universities mainly devoted to undergraduate arts, science and commerce. We cannot see any value in comparing them with large multi-faculty universities. Students choose their university for a variety of reasons. Some want a small and intimate atmosphere. Others want a large relatively impersonal university with many departments and faculties. Within these two broad categories, individual universities organize themselves differently. None of them are wrong — just different. Indeed the strength of the Canadian university system lies in its diversity.

Furthermore if you group similar universities, the differences in many indicators are likely to be slight. Yet in order to have a splashy ranking system, you have to give significantly high values to those at the top of a particular indicator and low or zero values to those in the bottom half, even if the real difference is essentially meaningless. Another type of problem arises when one asks, as Maclean's apparently did with the university presidents, for a limited number of rankings from a list and then extrapolates to a larger list.

Moreover students should not be deceived into thinking that, because a university has a high general rating with Maclean's, he or she will find an equally meritorious department in the discipline of interest to the student. The reputation of departments is frequently independent of the reputation of the university in which they happen to be.

We hope, therefore, that you will structure your special issue so that such misleading comparisons are not made.

I would also draw to your attention a remark by one of our executive members: "Il est certain que plusieurs universités peuvent affronter aujourd'hui quelques difficultés en raison de l'hétérogénéité de leur recrutement par exemple, il semble important de mettre en évidence que c'est l'individu qui met en valeur le diplôme qu'il ou qu'elle a reçu d'un établissement universitaire et non le contraire".

## 4) University libraries

One of the areas you should survey in depth is the university library. It is at the core of the institution. I suggest you should print a variety of types of information because students have different needs. Someone looking for a graduate program in

arts may be attracted by the size of the library collection and its particular strengths. Someone in an undergraduate program may find more useful a general indicator such as the dollars per student spent in buying new books and periodicals. Thus your survey should show total book collections, total new purchases, total periodical collections, total library budget, dollars per student spent on purchasing books and periodicals, percentage of the university budget spent on the library, the number of professional librarians and their ratio to students. How have these figures changed over time? It would also be useful for students to know about special collections within the university library.

Another interesting indicator for students is the hours when the library is open. More and more universities are curtailing those

a non-traditional subject such as engineering are women? You should find the recent report of the Task Force on Women in Engineering helpful here. Is there a women's studies program? What is its budget? Does the university have a formal written policy on sexual harassment? Pay equity? Is there a university day care centre available for students? How many spaces? What does it cost? How have these figures changed over time? Is there a senior advisor to the president or other senior manager on Women's Issues?

Similar questions can be asked about programs for native students, the place of visible minorities, and the disabled.

## 6) Faculty

We understand that you will be printing data on the percentage of faculty with Ph.D.s, faculty/student ratios and the amount of research dollars per faculty member as well as material on the use of teaching assistants, and prizes and awards for faculty. You should be aware, however, that not all areas encompassed by the modern university, e.g. the fine and performing arts and nursing, regard the PhD as a *sine qua non* for all faculty members.

(a) Universities with medical and engineering faculties will, of course, dominate the category of research dollars per faculty member since the cost of that research is so much more expensive than in the faculty of arts. It would, therefore, be seriously misleading to compare all universities on this criterion. Why should this depress the ratings of those without medical schools or without engineering faculties?

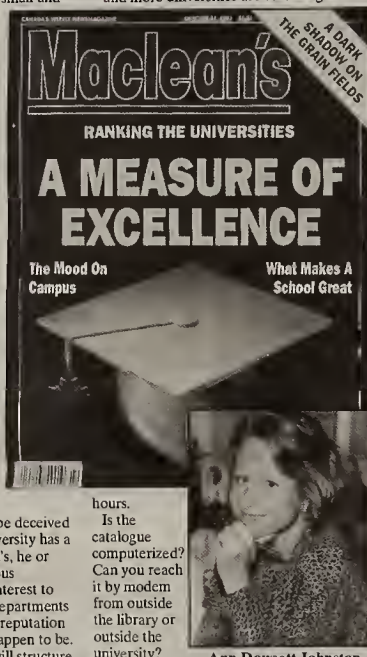
(b) Faculty/student ratios vary widely by faculty. The inclusion, for example, of medical and dental faculties in the calculations would, I suspect, significantly affect the results. It would be useful to list such ratios by faculty. It will also make a difference if you include or exclude graduate students in the calculation.

(c) You will be dealing with the number of teaching assistants used by the university. You might also want to inquire into what they actually do, how much money and time is spent training them, and what the university pays them. You should not assume that teaching assistants are inferior teachers. The real question is how much training they get and how well treated they are.

(d) Good teaching requires good faculty development programs. You might take a look at the one at the University of Western Ontario. Check it out with Prof. Harry Murray. You could then ask whether universities have such formal faculty development programs, what their objectives are, and how much money they spend on them.

(e) We understand that you are going to use citation indexes. I suggest that you restrict these to science, engineering, medicine, and perhaps commerce. Citation indexes were developed for scientific subjects where immediate publication of research experiments is the norm. It is not the norm in faculties of humanities and social sciences. It would, therefore, be misleading to include such figures for them. You

continued on page 10



Ann Dowsett Johnston

hours. Is the catalogue computerized? Can you reach it by modem from outside the library or outside the university?

Is there an accessible union catalogue involving other universities or other libraries?

Obviously these criteria would not be very meaningful unless you compared similar institutions. One might compare the library holdings of St. Mary's and Brandon but it would not be meaningful to compare either with Manitoba, Toronto or McGill, expect perhaps their special collections.

## 5) Women on campus

It seems to me that any guide to would-be students should have a lengthy section on women on campus. How many tenured and tenure-stream faculty are women? What percentage are they of the total? How many senior women administrators are there? What percentage of the students are women? What percentage of the students in

## Warning:

# University salaries, conditions in New Zealand

The Association of University Staff of New Zealand (AUS) is currently at an impasse in negotiations with the New Zealand Vice-Chancellors' Committee (NZVCC) over salaries and conditions for academic staff. These negotiations are being conducted under the Employment Contracts Act 1991, an act specifically designed to weaken the influence of collective bargaining and lead to individual contracts.

Negotiations have currently stalled as a result of interference by a government agency, the State Services Commission, which has directed NZVCC to employ all academic staff on individual contracts within a pure range of rates model in which management discretion over progression is absolute.

As this represents a huge step backwards for the majority of academic staff in New Zealand, AUS has rejected this offer which, incidentally, includes a zero pay increase for the second year in succession and which presages that there will be no mechanism to deliver future increases. There are also no procedures for movement within the ranges other than grace and favour.

AUS is requesting academics throughout the world who may be considering job opportunities in New Zealand not to accept any offer without first making contact with AUS. We are concerned that vice-chancellors will offer individual contracts in line with their current position and that people coming from overseas will not realise that acceptance of such offers may have an adverse long-term effect on the salaries and conditions of university staff in New Zealand.

(Rob Crozier, Executive Director, AUSNZ (Inc.), Fax: 64-4-382-8508, E-mail: ausrac@mtaui.vuw.ac.nz)

# The Mary Warner Case: A significant victory

By Deborah Harrison  
Brock University

*CAUT members will remember the story of Mary Warner, History secretary at Brock for 15 years, who in 1985 gave evidence to the University's Sexual Harassment Committee against a male faculty member. Partly on the basis of this evidence, the faculty member was asked to resign, and went to a better paying American university with positive references from the Brock administration. Mary Warner, however, was subjected to harassment and eventually fired. In 1987, she filed civil suits for wrongful dismissal and defamation of character, and made a formal complaint to the Ontario Human Rights Commission (see the CAUT Bulletin of June 1987 and February 1989).*

Having been fired by the Niagara Region's most prestigious employer, Mary

Warner has not once succeeded in finding another job. However, the tide has finally begun to turn in her favour.

Late in October 1986, almost three months after Mary was fired, Brock's then-president, Alan Earp, told a *St. Catharines Standard* reporter that Mary was fired because she had an 'unacceptable' attitude, was 'unable to let go' of the problem in the history department, had behaved in a manner 'inappropriate for a secretary,' and was 'unwanted' by the other departments she had applied to.

The reporter printed these remarks in a story on the firing which appeared in the Nov. 1 edition of the *Standard*, and they formed the basis of Mary's defamation of character suit against Mr. Earp.

On April 28, 1992, after a six-day trial, a jury awarded Mary \$75,000 in general damages for defamation, plus costs. She

received \$40,000 for the damage to her reputation and \$35,000 for her loss of earning capacity (this figure is low because Mary still stands to be compensated if her wrongful dismissal suit is successful).

Despite the judge's instructions not to award punitive damages, the jury also awarded Mary the symbolic punitive amount of one dollar which means that her lawyer, Charles Campbell, successfully convinced them that Earp's conduct had been high-handed and/or arbitrary.

Mary's total settlement is among the best that have ever been obtained in Canada for defamation of character.

The wrongful dismissal suit will be heard sometime this fall. The results of the defamation suit augur well for its success. The Human Rights situation looks similarly promising, but the procedure is momentarily stymied.

Mary's lawyer for this action is Mary Cornish. The substance of the case is that, as a third party in a sexual harassment case, Mary was harassed and wrongfully fired. Unlike in the civil instances, a favourable remedy could include the restoration of her job.

Late in 1988, the university lawyer was temporarily successful in having the Human Rights complaint dismissed. However, the commission subsequently reviewed its

procedures in the matter, and found them lacking. A thorough investigation was conducted by a Human Rights officer in 1990-91, and in October the commission's disposition was made known.

This time, the commission upheld Mary's complaint. The commission presented a summary of its findings to the university late in February, 1992. As per its usual procedure, the commission proposed a reconciliation meeting between the two sides, in an attempt to reach an agreement and avoid a protracted hearing.

The university lawyer was apparently unable to meet on any of 15 dates that were proposed. The commission is now likely to move directly to a hearing. The university lawyer is threatening to delay the procedure further by submitting the matter to judicial review.

Even apart from her civil victory, and despite the miseries of the last six years, Mary Warner has done well. Since being fired from Brock, her horizons have broadened and she has become personally empowered.

For the first time in her life she has become a public speaker, adept at speaking cogently about her experiences to university staff associations and to the media. She has learned that she is not alone, and has derived

support and encouragement from formerly-unexpected sources.

She has become proud of the fact that she is among the few Canadians to have pursued either a Human Rights or civil action this far. She has learned that she is tenacious, persevering, and able to rise to an immense challenge. Finally, Mary has come to appreciate the closeness of her family and the fact that it is a family which can prevail under stress.

Mary's tenacity through all this has been partly made possible by the support (financial and moral) she has received from CAUT members. But, financially speaking, she is not yet out of the woods.

The maximum proportion of costs for the defamation suit she can receive is two-thirds. Money is needed to prepare for the wrongful dismissal trial, and the Human Rights action will be more expensive than predicted if it is dragged through judicial review. Our main reason for this update, however, is to share with you our good news.

Inquiries, encouraging messages, etc. can be addressed to the Mary Warner Fund, c/o Professor Murray Miles, Department of Philosophy, Brock University, St. Catharines, Ontario, L2S 3A1. Thank you again for your help.

## Quote of the month:

"...let me just return to the question of why successive governments have taken such a dislike to (British) universities. Shirley Williams once said to me: 'Labour thinks that most students are middle-class, and the Tories think that most lecturers are left-wing.' The coalition is hard to beat."

Sir Ralf Dahrendorf, Warden of St. Antony's College, Oxford and former Director of the London School of Economics in the Edward Boyle Memorial Lecture.  
a.c.u. bulletin of current documentation, April 1992.

## Filmon responds on GST

Mr. Fred Wilson  
President, CAUT

Dear Mr. Wilson,

Thank you for your recent letter, in which you encouraged the Manitoba government to negotiate the removal of the Goods and Services Tax (GST) from books and periodicals in the event that we decided to harmonize our provincial sales taxes with the GST on goods.

The Government of Manitoba has rejected the federal government's offer to collect provinces' retail sales tax at the border if provinces "harmonize" their sales tax on goods (not services). This proposal meant that Manitobans would have had to pay retail sales tax on items such as books, children's clothing and footwear — not only at the border but also when they buy these goods in Manitoba. We believe there are good reasons for these exemptions. In the case of books, for instance, increased tax on learning materials would contradict my government's efforts to promote learning and education. Accordingly, we have rejected the offer.

To meet the federal government's concerns with collecting provincial sales taxes on different goods in each province, Manitoba recently put forward a proposal for the federal government to collect provincial sales taxes at the border only on those goods to which all provincial sales taxes apply. No new taxes would be imposed; we are merely asking the federal government to collect taxes which are already in place. While this would not entirely level the playing field, it would restore some equity for Manitoba businesses.

Again, thank you for writing and giving me this opportunity to explain our policy in this important area.

Gary Filmon  
Premier of Manitoba

*Make your move.*

Badminton's easy and exciting!  
After work or on the weekend,  
make it part of your game plan!



## 1992 CAUT Status of Women Conference

EDUCATIONAL AND EMPLOYMENT EQUITY:  
NECESSARY PARTNERS

15-17 October 1992

Sheraton Halifax Hotel  
HALIFAX, NOVA SCOTIA

The 1992 conference will focus on educational equity and its relation to employment equity for women in Canadian Universities. The conference will be a working conference to identify issues and barriers to women's participation in academic life and strategies to address them.

## Conférence 1992 du Comité du Statut de la femme de l'ACPU

L'ÉQUITÉ EN MATIÈRE D'ÉDUCATION ET L'ÉQUITÉ  
EN MATIÈRE D'EMPLOI: DEUX MOITIÉS D'UN TOUT

Du 15 au 17 octobre 1992

Hôtel Sheraton de Halifax  
HALIFAX (NOUVELLE-ÉCOSSE)

La conférence de cette année portera sur le lien entre l'équité en matière d'éducation et l'équité en matière d'emploi pour les femmes dans les universités canadiennes. Il s'agira d'une réunion de travail au cours de laquelle les participantes et les participants cerneront les problèmes et les obstacles à la participation des femmes à la vie universitaire, puis élaboreront des stratégies destinées à redresser la situation.

# International standard for academic freedom under study

Efforts are underway to develop within the context of UNESCO a normative instrument that would establish international standards for academic freedom.

CAUT has been active in developing a draft normative instrument (see cover story) being discussed by the International Conference of University Teacher Organizations (ICUTO), and recently participated in efforts to get this on the agenda of UNESCO at a conference on Academic Freedom and University Autonomy held early in May, in Sinaia, Romania.

The conference at Sinaia was organized by UNESCO and the European Centre for Higher Education (CEPES). Canada was represented by Fred Wilson, Past President of CAUT, and by Ramzi Salame, Professor of Psychology at Laval University and former president of the Société des Professeurs de l'Université Laval (SPUL), who was acting as a consultant to UNESCO.

Francis Whyte, from the Council of Ministers of Education of Canada (CMEC), was unable at the last minute to attend. There

were other representatives from teacher organizations, students, the World University Service, and a great many rectors, presidents, and vice-chancellors in attendance. The university administrators came from universities from both sides of the old east-west divide.

The conference was addressed by both Frederico Mayor, the Director-General of UNESCO and Marc Antonio Dias, Director of the UNESCO Division of Higher Education. Both emphasized UNESCO's continuing concern for the issues of autonomy and academic freedom.

Most of the real work of the conference went on in three workshops, on "Academic Freedom and Social Responsibilities of Higher Education," "Autonomy: University Perspective; State Perspective," and "Higher Education in a Dynamic Democratic Society." The direction of approach of the participants from both sides of the east-west divide were clear, yet convergent.

From the side of the east, the

concern was to create university autonomy by developing such things as democratic senates free from bureaucratic control from either outside the university or within. Yet there has to be accountability to democratically elected governments.

From the side of the west, the concern was the reduction of university autonomy through the imposition of bureaucratic controls by democratic governments concerned about quality control and the wise use of the scarce resources that those governments supply.

These converged in a general agreement about the role of governments in evaluation systems: in higher education this role should be limited to one of "meta-evaluation," — i.e., only monitoring whether evaluation systems are being set up and operated according to their objectives.

The discussions tended to be more concerned about university autonomy than academic freedom. Everyone was concerned to emphasize, if only for the sake of the universities in the east, that

academic freedom not only includes freedom from governmental interference but also the notion of carrying out one's duties as a teacher and researcher in a responsible way. The concept of academic freedom authorizes neither licence nor laziness.

It was also recognized that academic freedom is not a basic human right but derives rather from the professional commitment of university teachers to the pursuit of truth; the truth can be obtained in research and communicated through teaching only in the context of free discussion, publication and debate.

University teachers serve society precisely through this commitment to the disinterested search after truth, and if this implies that they require a context of freedom in which to carry out their work, it also implies an obligation to act responsibly for the purposes that grant of freedom aims to promote.

As we might have expected, the rectors tended to the views of university presidents in Canada, that if they receive autonomy under the government, then they will be able to look after academic

freedom of faculty.

The groups representing university teachers, including CAUT, insisted that experience indicated otherwise, that freedom from arbitrary or vindictive decisions of government and administration required the right of appeal to independent bodies and the support of professional organizations such as unions. The groups representing teachers organized a round-table to discuss issues from their point of view.

Since a normative instrument that would cover not only academic freedom in the educational context but also the conditions of work, such as tenure and principles of employment equity that are necessary to ensure academic freedom, this meeting was attended by representatives of both UNESCO and the International Labour Organization (ILO), as well as by the teachers' groups represented.

The round-table consisted of Professor Marc-Alain Berberet, of the World Confederation of Organizations of Teaching Professions, Professor Daniel Montoux, of the World Federation of Teachers' Trade Unions, Professor Ramzi Salame, Professor Wilson, Mr. Dimitri Beridze, of the UNESCO Secretariat, Professor Dorothea Gaudart, of the Austrian Commission for UNESCO and a member of CEPES Advisory Committee, and Mr. Ion Pacuraru, correspondent of the ILO in Romania. Prof. Wilson was elected chair of this group and presented its conclusions to the final session.

The round-table discussion started from an orientation paper prepared by Prof. Salame, and the draft ICUTO document on academic freedom and concluded by commending UNESCO for undertaking an in-depth study concerning the status of higher education teaching personnel to be presented to its October 1993 session of its general conference.

UNESCO was urged to invite the ILO to join UNESCO's efforts in this area "by creating an inter-agency working group which will further this action in consultation with the other interested partners, particularly non-governmental organizations of the teaching profession, including those of university teachers."

After presentation of the conclusions of the three working groups and of the round-table, the conference ended with the recommendation that urged "UNESCO to give the matter of academic freedom and university autonomy its utmost attention and to prepare an international instrument for the protection and promotion of these values."

Marc Antonio Dias, Director of the UNESCO Division of Higher Education, assured the conference that UNESCO would be pursuing these matters and that it was expected that the in-depth study would be discussed at the next meeting of the General Conference of UNESCO in October-November 1993.

CAUT hopes to be able to continue working to help UNESCO develop a normative instrument that will reflect the concerns of ordinary faculty as represented by faculty associations. In particular, CAUT will continue to work through ICUTO to influence the UNESCO process.

As reported elsewhere, it is hoped that the ICUTO statement will receive final approval prior to the 1993 meeting of UNESCO's General Conference.

## Coop conference considers wide range of topics

By Hélène Bibeault

Seventy participants and speakers attended the CAUT Collective Bargaining Cooperative Grievance Officers Conference held in Montreal, March 27-29, 1992.

Speakers presented papers on a wide range of topics: a panel composed of Suzie Scott from the University of Toronto Faculty Association, Archie Malloch, honorary member of CAUT, Bernice Shrank, Chairperson of the AF&T Committee, and Michael Kubara, Coop executive committee member, presented and discussed the topic of academic freedom in the context of allegations concerning harassment, defamation and

expressions of hatred.

The duty to accommodate human rights legislation when in conflict with collective agreements was presented by Jeffery Sack QC, who acts as counsel for CAUT.

The subject of the duty of fair representation, Legal versus Ideal, focused on member versus member disputes, ethics of client/grievance officer relations, discrimination and affirmative action. Mel Myers, attorney, Maureen Kilgour, professional officer CAUT Collective Bargaining Cooperative and Howard Snow, professional officer CAUT, shared with the participants their views on this issue.

Federal granting agencies are

about to adopt regulations requiring universities to have policies on fraud and misconduct in research. Donald C. Savage, CAUT Executive Director, discussed the general issue and a case study was presented by Howard Snow.

The CAUT policy on fraud and misconduct was also presented to the participants. This issue will likely become, in the near future, a bargaining issue for all faculties.

Arne Paus-Jensen, President of the University of Saskatchewan Faculty Association, Bernice Shrank and Jeffery Sack talked about how to choose the appropriate dispute resolution mechanism when dealing with

complaints from faculty members.

Faculty associations have been concerned with the costs and time spent in preparation for arbitrations. Arbitrator Ken Saw and René Martel, attorney, presented their views on the effects, utility and dangers of accelerated arbitrations. Susan Heap, attorney, and Colette Boudrault, a professional officer for FQPPU, gave an outline of the current concerns of faculty associations in Québec.

Finally, Mariette Blanchette, attorney and professional officer for CAUT, and Rick McGaw, Chairperson of the CAUT Collective Bargaining Cooperative prepared a do's and don'ts session on sexual harassment grievances.

## CAUT response to Maclean's

continued from page 8

should also be aware that some critics consider that citation indexes measure trendiness rather than quality and that one frequently cited article can distort these numbers and result in misleading inferences.

(f) We also gather that you are thinking about listing prizes and awards for faculty. We would be interested in knowing which awards and in which subjects. I suspect that you are thinking of one or two high profile awards in science such as the Stacey awards. How will you be fair to other faculties whose interests range from theatre arts to dentistry?

All this suggests that a variety of data should be printed, and the students invited to make their own choices as to what is important to them.

### 7) Academic freedom

Does the university have a formal, written, and enforceable policy which guarantees academic freedom, free speech, and non-discrimination?

### 8) Cultural activities

Potential students no doubt would be interested in the cultural activities available on the campus. Does it have a fine arts program? Is there an art gallery on campus? Is there live theatre? Live classical music? Jazz? Not just to observe as audience but also in terms of participation. Does the university

have links with cultural institutions in the city or province?

### 9) Computer services

Many potential students would be interested in the computer services available on campus. Is there a computer science program? Does it offer courses to non-majors? What sort of equipment is available for undergraduate students?

### 10) Canadian studies

Does the university have a Canadian studies program? What is its budget?

### 11) International involvement

Stuart Smith said this was very important. How many foreign students does the university attract? What percentage are they of the student body? Does the university have any concentrations or programs in foreign area studies - East Asia, South Asia, the Middle East, Latin America, Africa, Europe, or the United States? What are the budgets of these programs?

### 12) Scholarship support

What is the extent of the scholarship support provided by the university? How many students in the university are supported by internal and external scholarships? Given the steady and projected increases in tuition fees, are bursaries available for economically disadvantaged students?

### 13) Residences

Some universities in large cities

deliberately have no or very few residences because students can find private accommodation. For those universities it is preferable to spend the money on other services. This is another good example of a way in which rankings are misleading. Why not just note the different philosophies and circumstances and provide data on the number of residence places, the fees charged including the cost of meal plans. Students who think this important can then make their own decisions.

### 14) Student services

This is more important to more students than the number of residence beds. How much money is in the budget for student services and what percentage is it of the total? Is there a university ombudsperson available to students? Is there a program for disabled students? Are there university chaplains available for the major faiths represented in the student body?

### 15) Provincial support

Provincial financial support is a very key part of the funding of university programs and hence of their quality. Universities do not have much control over that. You might want to do a comparative investigation of the level of support provided by the ten provinces. Dollars per student for example over the past ten or fifteen years. A bar chart would do the trick nicely.

### 16) Federal support

To be fair Maclean's should also report on the decline of the federal financial report. See enclosed story and diagram from the CAUT Bulletin.

### 17) In conclusion

One could go on, but I think you get the idea. You should also reconsider some of your categories. I am not sure of the benefit in asking university presidents to rate universities. On what basis do they make that judgment? Most of them will not have even been on the campus of some of the universities concerned, much less have any clue about their quality. For the same reason I would advise the Executive of CAUT not to answer such a question. Generally university academic staff and administrators are qualified to rate only in their own disciplines, but even there the result is probably unreliable as it is likely to be based on gossip and reputations that might be many years out of date unless the assessors have actually been involved in research on the discipline in question. Even then you might want to scrutinize their data and methodologies.

If you wish to follow any of these matters up, we would be pleased to continue the discussion.

Yours sincerely,  
Donald C. Savage  
Executive Director

# Morris Wolfe ponders the NRC's belated action in the Freeman affair

Good news. The National Research Council is finally going to deal decisively with the Gordon Freeman affair. Freeman, you'll recall, is the University of Alberta chemistry professor who has blamed the ills of society — cheating among students, for example — on working mothers and feminism. His opinions, masquerading as science, were published in the Canadian Journal of Physics. But it appears he got his article into print by cheating. The NRC, the publisher of CJP, took nine months to issue a terse apology: "This article does not comprise science and has no place in a scientific journal." The apology, however, appeared on an unnumbered page and therefore couldn't be linked to the original article in scientific databases.

The Canadian Association of Physicists, the Canadian Mathematical Society, the Women in Scholarship Committee of the Royal Society of Canada, among others, argued that the apology just wasn't good enough. They wanted the NRC

to reprint the offending issue of CJP deleting the Freeman article. (There are precedents for doing so in cases of fraud.) The NRC dragged its heels. When submissions to CJP dried up because the journal's reputation had been seriously damaged, the NRC considered closing it down.

There weren't only dissenters. The NRC also heard from individuals who agreed with Freeman. In response to my columns on the subject, I did too. One man insisted it didn't matter if Freeman had cheated; all's fair in the war between the sexes, he wrote. I received a long poem from another man entitled *Marc Lépine ... Martyr?* It argued that "Marc Lépine proved with his life/Feminism has gone too far."

In its Feb. 28 issue, *Science*, the official organ of the American Association for the Advancement of Science, published a 1,500-word article on the Freeman affair. Its author, Robert Crease, pointed out that although the NRC's apology clearly stated that Freeman's article wasn't science, the NRC hadn't actually

repudiated the contents of his article. Furthermore, the NRC's disavowal "left unanswered the critical question of how the offending article sneaked into a reputable physics journal in the first place." Ralph Nicholls, the unrepentant editor of CJP, told *Science* that the protest against Freeman's article was largely motivated by "political correctness." Freeman continued to describe his paper as "probably the first article in a new era of sociology."

The piece in *Science*, a journal with worldwide distribution, turned the Freeman affair into an international story. A clearly embarrassed NRC realized it had to act. It recently announced that CJP will not reprint the Freeman issue. Instead, this summer the NRC will publish an entire supplementary issue of CJP devoted to the Freeman affair. The issue will include commentaries solicited from social scientists, statements from NRC officials and selected letters from the scientific community. Freeman will not be invited to

contribute.

The NRC promises to make greater efforts to ensure that women scientists and engineers are well represented as editors and associate editors of its 13 journals. (All of them are currently edited by men.) Terms of reference for editors and guidelines on ethics will be formalized.

A one-day symposium on ethics in scientific publishing is being considered. Meanwhile, the new editor of CJP, Donald Betts, who takes over with the April, 1992, issue (which won't appear until this summer), has written a first editorial making it clear that under his editorship things will be done quite differently.

Selma Zimmerman, the adviser to York University on the Status of Women, organized a petition protesting CJP's publication of Freeman's article; 547 York faculty members signed it. In a letter to Zimmerman last week, Clive Willis, vice-president of the NRC, acknowledged that the handling of the Freeman affair "reflects entrenched attitudes and outdated

networks that perpetuate impediments against women in science and engineering." In short, systemic discrimination. "This episode," write Willis, "has shaken us from our complacency as Canada's pre-eminent scientific publisher." We'll see.

But the Freeman affair is only one small example of the continuing backlash. Last April, Mary Jo Frug, a prominent feminist legal scholar, was hacked to death on the streets of Cambridge, Mass. Frug's work examined the ways in which the law is used to perpetuate the subjugation of women. On the anniversary of her death, the Harvard Law Review, edited by some of the best and brightest law students in the United States, distributed a parody of Frug's last article at its annual gala banquet. The parody depicted her as a "humorous, sex-starved mediocrity and dubbed her the 'Rigor-Mortis Professor of Law.'"

And a happy Tuesday morning to you too.

(Reprinted with permission from *The Globe and Mail*, Tuesday, April 28, 1992)

## Au lieu d'illettrés, des incultes

par Lise Bissonnette

Frappé d'interdit par un gouvernement conservateur qui ne prisait pas ses avis, le Conseil économique du Canada aura malencontreusement raté sa sortie. A-t-il, en près de trente ans de vie, produit document plus inepte que son excursion de cette semaine dans *Les chemins de la compétence*, titre de sa recherche sur l'éducation et la formation professionnelle au Canada? Le communiqué qui l'accompagne annonce triomphalement qu'il est «l'aboutissement de deux années de recherche». Espérons, pour les deniers publics, qu'il s'agissait de recherche à temps très, très partiel, avec des ressources très, très menues. Sinon, il faudra saluer le départ du CEC sans une larme.

Seuls ceux qui ne portent qu'une attention distraite à la crise actuelle de la formation seront impressionnés par l'amas de données que le Conseil lançait mardi en pâture aux médias. Les taux tiers-mondistes de décrochage scolaire, la réussite médiocre des étudiants canadiens selon les mesures internationales, l'inadéquation entre l'investissement public et la scolarisation des populations, la performance supérieure des provinces de l'Ouest et les difficultés des provinces de l'Atlantique, tout cela est archi-connu, répété sur tous les tons par les milieux d'éducation depuis au-delà d'une décennie. Le CEC n'a produit absolument aucune recherche originale, il a simplement compilé des indicateurs déjà usés — la plupart datent du milieu des années 80 — et il n'a même pas utilisé les données plus fines et plus récentes que peuvent produire les administrations provinciales. Dont celle du Québec qui est armé de diagnostics supérieurs aux mesures grossières du Conseil.

À défaut de recherche inédite, l'étude aurait pu surprendre au chapitre des solutions. Mais c'est la catastrophe. On se situe ici au niveau de la philosophie

éducative des Chambres de commerce, lesquelles ont l'excuse de faire de l'analyse bénevole, et la vertu d'avoir précédé le Conseil dans la découverte du continent scolaire aujourd'hui à la mode.

La solution du Conseil à tous les maux qui rongent les écoles du Canada? Un «système cohérent». Gardons-nous d'entendre par là un système équilibré dans ses programmes et son organisation, dans ses valeurs et dans sa pédagogie. La cohérence, c'est l'asservissement des uns à la commande des autres. L'entrée en matière et la conclusion affirment cette idée-force, qu'il vaut la peine de citer. «La cohérence révèle deux dimensions dans le système actuel: 1) les signaux émis par les employeurs quant aux compétences professionnelles demandées et à la préparation attendue de ceux qui terminent leurs études; 2) la mesure dans laquelle les élèves, leurs parents et les établissements d'enseignement interprètent correctement ces signaux, et plus particulièrement, la façon dont ils y réagissent.»

Autrement dit, la meilleure école est celle qui se plie aux dictats des employeurs. Importée de l'Union soviétique léniniste qui croyait pouvoir développer un plan scolaire accordé aux besoins du Plan économique, cette religion simpliste n'a jamais cessé de trouver preneurs. Ni d'aller se briser sur les réalités d'un marché de l'emploi qui fluctue plus vite que les économistes de pointe sont capables de le traquer, et où les «employeurs» ne savent définir leurs besoins autrement qu'en termes aussi imprécis que contradictoires.

Au rythme où vont les choses, le système scolaire produira un million d'illettrés d'ici dix ans, dit le CEC qui a bien appris sa leçon sur l'analphabétisme fonctionnel, son remède propose de leur substituer des incultes.

Car malgré des professions de foi dans le modèle japonais et allemand (du dernier chic), c'est un modèle

américain déjà en route pour la casse que nous propose le Conseil économique du Canada, celui du «partenariat employeurs/écoles». En Allemagne et au Japon, les employeurs ne se mêlent pas de dicter le programme scolaire, mais ils s'engagent à absorber les étudiants en bout de course — très tôt en Allemagne et plutôt tard au Japon — et à leur fournir la formation professionnelle requise par leur emploi. Aux États-Unis, les employeurs ont commencé à envahir les écoles, à les traiter en annexes, à se substituer aux enseignants, à y instituer des systèmes de récompenses, à inculquer leurs valeurs jusque dans les écoles maternelles. Pour un «parrainage» intelligent et largement médiatisé, on en compte dix qui tournent court, ou au désastre. Mais c'est dans cette histoire de charlatans que tombe le Conseil. Tout comme il adorerait la multiplication des «tests», cette autre plaie de l'école américaine qui rend le pédagogue semblable à une calculatrice et le fait disparaître, tout en donnant aux politiciens matière à discours.

Voilà ce qui arrive quand on traite d'éducation comme de politique monétaire, un mécanisme de plus dans la régulation de l'économie. Il faut au moins savoir gré au Conseil de nous avoir montré à quoi ressemblerait la réflexion éducative au Canada si on cédait à tous les plaisirs que ne voit de salut que dans une vaste coordination et planification pan-canadiennes. Tout comme le gouvernement du Canada avec son *Initiative prospérité*, le Conseil a vite réduit l'éducation à une affaire de compétitivité internationale, dont l'unique indicateur, ou presque, repose sur la performance de l'école dans le domaine des sciences et de la technologie.

Lié à la récession et à la lente restructuration des marchés en période de libéralisation des échanges, cet intérêt superficiel des milieux économiques pour l'éducation produira une réformette ou deux, ici et là, du côté de la formation professionnelle. Mais elle ne produira pas une société éduquée. Pour cela, il faudrait que tous ces nouveaux découvreurs de l'école admettent que la fin de l'éducation, c'est la liberté. Pas l'emploi, aussi choquant que cela paraisse. Car la liberté, c'est ce qui permettra à l'emploi d'être un travail et non de l'esclavage, de maîtriser l'environnement plutôt que de s'y asservir. Et la liberté passe par la croissance du niveau catastrophique de culture de nos écoles, notamment secondaires, bien avant leur copinage avec des employeurs.

Pas un seul discours politique, ou économique, n'est actuellement crédible pour les véritables éducateurs. Et il en reste. Ils enseignent, ils écrivent, ils gagnent souvent sur la médiocrité, mais ils ne sont pas à la veille de cotoyer le *World Competitiveness Report* parmi les sources de nos champions de la compétence, de la performance, de l'excellence mesurée à l'aptitude à pionner vite et bien. Le Canada et le Québec, dit-on, ont pris du retard en éducation parce que leurs citoyens se croient encore dans une économie de ressources, où le travail manuel n'exige pas de diplômes. Pour corriger la chose, on nous propose de diplômer le muscle, plutôt que l'intelligence.

Nous voilà bien avancés.  
(Reproduit avec permission, *Le Devoir*, 1 mai 1992)

## Une foule de dossiers au menu du Conseil de l'ACPU \_\_\_\_\_ suite de la page 5

Le Comité de direction s'est engagé à examiner la situation dans trois ans lorsque l'augmentation du taux au mille aura permis de ramener le fonds de réserve à un

### PSE Coalition Members

Alberta College-Institute Faculties Association  
College-Institute Educators' Association of  
British Columbia  
Canadian Union of Public Employees  
National Union of Provincial Government  
Employees  
Canadian Federation of Students  
Canadian Union of Educational Workers  
Canadian Association of University Teachers  
Confederation of Ontario Universities Staff  
Association  
Canadian Teachers' Federation

niveau raisonnable.

### La Coalition pour l'enseignement postsecondaire

Le Conseil a approuvé l'énoncé de principes de la Coalition pour l'enseignement postsecondaire. Celle-ci regroupe des syndicats représentant des employés de toutes les professions des universités et des collèges communautaires. L'ACPU a proposé la création de la Coalition au début de la présente année universitaire. (Voir l'encadré)

### Les priorités de lobbying

Le Comité a examiné les priorités de lobbying pour la prochaine année. Il a été convenu d'accorder une plus grande priorité qu'au cours des dernières années à la question du droit d'auteur et de s'employer à faire adopter la partie II de la loi sur le droit d'auteur.

Le Conseil a en outre accepté d'exercer davantage de pressions sur l'équité en matière d'emploi pour les femmes, les autochtones, les personnes handicapées et les personnes défavorisées en raison de la race ou de l'origine ethnique ou en raison de leur appartenance à une minorité visible.

# Gov't favours restructuring to solve education, research woes

By Tim Stutt  
CAUT, Government Relations  
Officer

Program and organizational restructuring has been the order of the day during the past two months as the federal government deals with a number of education and research-related matters.

**Feds say no to more IRAP dollars**

The federal government has rejected a recommendation made by an all-party committee of MPs that the successful but troubled Industrial Research Assistance Program (IRAP) receive more funding.

In its response to a report released last December by the House of Commons Committee on Industry, Science and Technology, Ottawa ignored the proposal that IRAP's funding be increased to \$110 million from the 1991-92 total of \$82 million. It also stated that doubling funding for the National Research Council-run program by 1997-98 can't be "supported by analysis."

"We make it very clear...that we support IRAP completely and always have," said Science Minister William Winegard in a May 11 *Ottawa Citizen* report.

But the opposition party members of the Industry, Science and Technology Committee who investigated budget cuts and dramatic organizational changes at IRAP do not share this view.

"I don't know who they think they're fooling," said Liberal science spokesperson David

Berger, who was "infuriated" by the government response. New Democrat science critic Howard McCurdy stated that he was disappointed that the government ignored committee concerns "on just about every count."

The Science and Technology Committee held emergency hearings into the slashing of IRAP funding (28 per cent since 1984), the firing of the program director, and the decentralization of the IRAP structure.

**Student loan consultation**

Improving the effectiveness of the Canada Student Loans Program (CSLP) was the theme of an April 30 consultation meeting of CAUT and other higher education groups with the Department of the Secretary of State.

Meeting participants discussed loan eligibility requirements in areas such as course-load and course completion standards, loan portability, needs assessment and program eligibility.

In a luncheon speech Secretary of State Robert de Cotret said that the federal government will continue to exercise overall responsibility for the CSLP, despite plans to turn program administration over to a special agency similar to a Crown corporation. Any changes to the CSLP will be made this fall.

CAUT will continue to lobby the federal government to remove the three per cent administrative fee on Canada

Student Loans that it promised to remove in the last federal budget. It will also press the government to ensure that the \$205 million that Ottawa anticipates will be saved due to better loan default management is reinvested in the CSLP.

**CAUT meets**

**Liberal committee on youth**

To help Canada's youth face the challenges of tomorrow, the federal Liberal Party must propose change for post-secondary education.

That was the theme of a May 7 presentation to a joint Liberal Senate and House of Commons Committee on Youth made by CAUT President Alan Andrews and Executive Director Donald Savage.

CAUT recommended changes in various federal policies that would help make post-secondary education more accessible for youth. These changes call for increased federal funding for universities and for the Challenge summer student employment program.

The association also called for maintaining the Canada Employment Centres on university and college campuses, improving the CSLP and the Post-Secondary Student Assistance - Program for aboriginal students, and securing the present federal government role in post-secondary education and research in the Constitution.

**Economic Council**

**Report on education**

On April 29 the Economic

Council of Canada issued a policy statement calling for a more coherent education system linking employers, schools, and governments to boost standards and to produce graduates better-equipped for a more competitive workplace.

A major problem, said Council President Judith Maxwell, is that Canada's primary and secondary school system is "not rich enough" academically for the 30 per cent of students who go on to college and university while shortchanging the rest.

To meet this challenge the policy statement, entitled *A Lot to Learn*, proposes nine different targets. Some of these targets are:

- By the year 2000, all 16-year-old Canadians (except for the mentally disabled) should be functionally literate and numerate.

- The proportion of graduates among high-school leavers should increase by three per cent per year.

- The enrolment of students in general and women in particular in mathematics, science and engineering at university should increase.

- The articulation of the education system should be enhanced to simplify transfers among institutions.

- Educational accessibility should be increased by raising retention and enrolment rates of the disabled, women, and aboriginals to the average of the general population.

**Upcoming legislative business**

At the time of this writing (mid-May), the House of Commons is expected to begin its summer recess by June 23 at the latest.

Watch for legislation to be introduced in the House before it recesses that will enact the merger of the Social Sciences and Humanities Research Council with the Canada Council. At present, it is expected that such legislation will be adopted by year-end so the merger may become a reality by next spring.

Watch as well for a distinguished parliamentarian to return to the academic community on a full-time basis. Dr. Lorna Marsden will become president of Wilfrid Laurier University on Aug. 1 after serving as a Toronto-area senator since 1984.

From 1989-91, Senator Marsden chaired the Senate Standing Committee on Social Affairs, Science and Technology, where she worked tirelessly to (among many other things) badger the federal government to propose new copyright legislation. CAUT wishes Senator Marsden well in her new endeavours, and thanks her for her assistance in seeking the introduction of Phase II of the Copyright Act.

For more information on these or other CAUT lobbying questions, telephone Robert Léger or Tim Stutt (CAUT Government Relations Officers) at (613) 237-6885.

## Le gouvernement à la rescousse de l'éducation?

par Tim Stutt  
agent des relations avec  
les gouvernements, ACPU

Au cours des deux derniers mois, la restructuration de programmes et d'organisation a été à l'ordre du jour tandis que le gouvernement fédéral s'occupait d'un certain nombre de questions reliées à l'éducation et à la recherche.

**Non à plus de crédits pour le PARI**

Le gouvernement fédéral a rejeté la recommandation d'un comité composé de députés de tous les partis visant à accroître les crédits du Programme d'aide à la recherche industrielle, un programme fructueux mais qui a connu des déboires.

Le gouvernement fédéral, dans sa réponse au rapport rendu public en décembre dernier par le Comité de l'industrie, de la science et de la technologie de la Chambre des communes, n'a pas tenu compte de la proposition de porter à 110 millions de dollars les crédits réservés au PARI. En 1991-1992, les crédits totalisaient 82 millions de dollars. Le gouvernement a également déclaré que l'on ne pouvait étayer d'analyses la recommandation de doubler les fonds du programme administré par le Conseil national de recherches d'ici 1997-1998.

Le ministre des Sciences, William Winegard, a déclaré le 11 mai dans le *Ottawa Citizen* que le gouvernement avait clairement fait entendre qu'il appuyait entièrement le projet PARI et qu'il l'avait toujours appuyé.

Par contre, les membres des partis de l'opposition du Comité de l'industrie, de la science et de la technologie, qui a enquêté sur les réductions budgétaires et les modifications organisationnelles dramatiques apportées au PARI,

ne partagent pas ce point de vue.

Furieux de la réponse du gouvernement fédéral, David Berger, le porte-parole du parti Libéral en matière de sciences, a déclaré qu'il ne savait pas qui le gouvernement pensait bernier. Howard McCurdy, porte-parole des Néo-démocrates en matière de sciences, s'est quant à lui déclaré déçu que le gouvernement fédéral n'ait à peu près pas tenu compte d'aucune des recommandations.

Le Comité de l'industrie, de la science et de la technologie a tenu d'urgence des audiences sur la réduction draconienne du financement du PARI (28 p. 100 depuis 1984), le congédiement du directeur du programme et la décentralisation de la structure du programme.

**Consultation au sujet des prêts d'étude**

La consultation tenue le 30 avril et qui regroupait l'ACPU ainsi que d'autres organismes de l'enseignement supérieur et le secrétariat d'État avait pour thème l'amélioration de l'efficacité du Programme canadien de prêts aux étudiants.

Les participants ont discuté des conditions d'admissibilité aux prêts en ce qui concerne le nombre de cours et les normes d'achèvement du programme d'études, la transférabilité des prêts, l'évaluation des besoins et l'admissibilité au programme.

Au déjeuner, le secrétaire d'État, Robert de Cotret, a prononcé une allocution dans laquelle il a déclaré que le gouvernement fédéral continuerait d'administrer le régime malgré les projets de le confier à un organisme externe analogue à une société de la Couronne. Les modifications seront apportées à l'automne.

L'ACPU va continuer à presser le gouvernement d'éliminer les «frais administratifs» de trois pour cent sur les prêts fédéraux aux étudiants, une mesure promise dans le dernier budget. En outre, l'ACPU recommandera fortement au gouvernement de s'assurer que les économies de 205 millions de dollars qu'il prévoit réaliser grâce à une meilleure gestion des défauts de paiement seront réinvesties dans le programme.

**L'ACPU rencontre le comité libéral sur la jeunesse**

Pour aider les jeunes du Canada à relever les défis de demain, le parti Libéral fédéral doit proposer une modification de l'enseignement postsecondaire.

Voilà ce que se sont employés à dire à un comité mixte libéral du sénat et de la Chambre des communes le président de l'ACPU, M. Alan Andrews, et le directeur général, M. Donald Savage, le 7 mai dernier.

L'ACPU a recommandé des modifications à diverses politiques fédérales pour faciliter l'accès des jeunes aux études postsecondaires, notamment une hausse des crédits fédéraux aux universités et au programme d'emplois d'été Défi.

L'association a également demandé le maintien des centres d'emploi du Canada sur les campus universitaires et collégiaux, une amélioration du Programme canadien de prêts aux étudiants et du Programme d'aide aux étudiants autochtones du niveau postsecondaire et l'enrichissement dans la Constitution du rôle actuel du gouvernement fédéral en matière d'éducation et de recherche.

**Rapport du Conseil économique sur l'éducation**

Le Conseil économique a rendu

public le 29 avril un rapport de synthèse dans lequel il prône un système d'éducation plus cohérent reliant les employeurs, les écoles et les gouvernements. Cette plus grande cohérence permettrait de relever les normes et de produire des diplômées et des diplômés mieux armés pour un marché du travail concurrentiel.

Selon la présidente, Mme Judith Maxwell, le problème principal réside dans le fait que le système scolaire canadien aux paliers élémentaire et secondaire n'est pas assez exigeant au point de vue pédagogique pour les 30 p. 100 d'étudiants qui se rendent au collège ou à l'université et prépare mal les autres au marché du travail.

Intitulé *Les chemins de la compétence*, le rapport de synthèse propose neuf objectifs pour relever le défi. En voici quelques uns:

- D'ici l'an 2000, tous les Canadiens âgés de 16 ans (à l'exception des déficients mentaux), devraient être capables de lire, d'écrire et de compter.

- Accroître de 3 p. 100 par an la proportion de diplômés parmi les élèves qui quittent l'école secondaire.

- Augmenter le nombre d'inscriptions en général et celui des filles et des jeunes femmes en particulier en mathématiques, en sciences et en génie au niveau universitaire.

- Améliorer la transférabilité du système d'éducation de manière à simplifier le passage d'un établissement à un autre.

- Accroître l'accessibilité de telle sorte que les taux de persévérance scolaire et d'inscription des handicapés, des femmes et des autochtones correspondent à la moyenne de

l'ensemble de la population.

**Affaires législatives à venir**

Au moment d'écrire ces lignes, nous étions à la mi-mai et la Chambre des communes prévoyait cesser ses travaux au plus tard le 23 juin.

L'événement à surveiller d'ici là sera le dépôt du projet de loi qui consacrera le fusionnement du Conseil de recherches en sciences humaines et le Conseil des arts. Pour l'heure, l'on s'attend à adopter le projet de loi vers la fin de l'année et le fusionnement devrait se concrétiser au printemps prochain.

A surveiller également, le retour à temps plein d'une éminente parlementaire à la vie universitaire. En effet, Mme Lorna Marsden occupera le poste de recteur de l'Université Wilfrid Laurier à compter du 1er août, après avoir été sénatrice représentant la région de Toronto depuis 1984.

De 1989 à 1991, Mme Marsden a présidé le Comité sénatorial permanent du Sénat des affaires sociales, des sciences et de la technologie. À ce titre, en plus des nombreux autres dossiers dont elle s'occupait, elle a harcelé sans relâche le gouvernement fédéral pour qu'il propose une nouvelle loi sur le droit d'auteur. L'ACPU lui souhaite la meilleure des chances dans ses nouveaux projets et la remercie de son aide pour tenter de faire déposer la partie II de la loi sur le droit d'auteur.

Pour obtenir des renseignements supplémentaires sur ces questions ou sur d'autres initiatives de lobbying de l'ACPU, prière de communiquer avec Robert Léger ou Tim Stutt, agents des relations avec les gouvernements, au (613) 237-6885.

CAUT BULLETIN ACPU

# Underfunding plagues university students at all levels

By J. Mark Langdon

A recent report by the Ontario Council on Graduate Studies may produce dramatically higher tuition fees for senior graduate students. The report — which, at the time of writing, is being kept under wraps, with only a summary of recommendations available to the public — suggests that institutions should raise tuition fees for upper-year graduate students to match those of other graduate students.

Currently, students who have completed the "residency" part of their degree (usually one year for an M.A. and two years for a Ph.D.) pay fees that are significantly lower than junior students who are completing course work and/or qualifying exams and have often not reached the thesis stage of their degree.

For example, at Queen's University, a first-year M.A. student who enrolled last fall is paying \$2,861.35 while the second-year fees for that same student are currently \$1,584.85. Consequently, eliminating the differential would increase fees for many students by over \$1,200 per year.

The OCGS report also suggests the elimination of what is known as "grandfathering" — which means that fees paid are somewhat less for students who started their degrees in earlier years — and raises the possibility of relaxing the rule that full-time graduate students should work an average of only 10 hours per week. That provision is still being debated.

The Universities of Toronto and Ottawa and Carleton University have already implemented parts of the OCGS report. At Toronto, fees will be equalized for all graduate students but this change will be phased in gradually over several years.

When it was rumoured that Queen's might follow suit, over 200 students protested on May 8. Later that day, the university's Board of Governors agreed on a one-year moratorium on the elimination of grandfathering and on the idea of a single tuition fee for all graduate students.

The previous day, the Dean of Graduate Studies, William McLatchie, announced that a tuition increase for Ph.D. students of about 21 per cent for the spring term would be reduced to seven per cent. A memo to students stated that any students who paid the higher spring term fees will receive a credit towards future fees or a rebate.

Peter George, President of the Council of Ontario Universities, defended the provisions in the report. George said that "university revenues are really under great pressure and forgoing fee revenue was not fiscally sound." He added that senior graduate students make use of library and supervisory resources and should pay higher fees.

George admitted that senior students' use of professors' time might be lower than students in earlier years but added a variant argument, noting that perhaps junior graduate students underpay for the services they use and that higher fees for senior graduate students might redress this perceived inequity.

An immediate concern was the effect of a potential \$1,200 fee increase on drop-out rates. Earlier this year, the OCGS produced another report suggesting that less than 50 per cent of Ph.D. students in the humanities and 30 per cent of those in the sciences fail to graduate within 10 years.

When asked if the fee increase might not exacerbate this serious problem, George said: "At the margin it would be expected to ... but tuition fees represent a small part of the total cost of attending university." He added that he hoped that any universities which implemented the fee hike would increase bursary assistance to needy graduate students.

In a May 14 meeting with Queen's graduate students, McLatchie said that he is of the view that any significant tuition increases should be ploughed back into student assistance, within the University, for graduate students.

## Ontario Budget cuts student assistance, increases funds for training

As part of the recent Ontario budget, the Ontario Student Assistance Program was cut by \$10 million. A rumour that the grant portion of the program would be eliminated did not prove to be accurate but a provision which was implemented states that students are now expected to save \$80 per week for each week worked in the summer, compared to the previous figure of \$70.

George said there is "very tenuous argumentation in favour of this change," noting that many students will be unable to find summer employment at all.

Bill Graham, head of the Ontario Council of University Faculty Associations (OCUFA), said that the OSAP cut "amounts to a betrayal of the working people of Ontario by their so-called social democratic government."

On a brighter note, the Ministry of Industry, Trade and Technology received a significant increase in its budget. George said that he hopes that some of the new pool of money set aside for employment training might filter down to Ontario universities.

Graham, however, expressed doubt about the government's strategy: "At the same time as it is reducing access to universities, the NDP government is investing millions in training strategies. The implication is clear: the well-to-do will continue to have access to university education, ordinary working people, whose taxes support universities, will have access only to limited skills training."

"The class barriers between wealthy and working people will be reinforced rather than reduced. Ability to pay rather than ability to learn will be reinforced as a criterion for university entrance."

## Regina to cut support staff

The initial effects of the Saskatchewan government's one per cent cut in operating grants are now visible. At the University of Regina there will be a reduction in cleaning services and some extension courses will be cut. Fourteen non-academic staff and one half-time instructor, all currently on term appointments, will not be retained. Some academic positions open through retirement or resignation will not be filled. Tuition will go up about 13 per cent.

According to John Allen, V.P. Administration, the University's Priorities and Planning Committee is currently "looking at a variety of proposals for restructuring" throughout the university. He said that any changes to course delivery must ensure "academic reasonableness and coherence" and must "yield some significant economies."

Deans and directors are being asked to plan their budgets on the basis of a minimum 2.2 per cent funding decrease.

## Newfoundland budget continues wage freeze, permits potential 'Y value' adjustments

The recent Newfoundland budget continues the wage freeze on university professors but permits some potential wage adjustments. Memorial University's salary scale remains unchanged and, according to the government, step salary increases are still not permitted.

However, Bill 17, the new wage restraint legislation, does permit the university to make adjustments for professors' previous years of service at other institutions. This is a long-standing concern of many faculty members. The administration at Memorial has proposed to bring all staff forward to parity for years of service as of two years ago. This move, which is not retroactive, would affect more than half of the academic staff at the university.

Mark Graesser, President of Memorial University's Faculty Association, expressed reservations about the terms of the decision and the university's financial capacity to sustain it:

"The question is what to do about it. The university's budget is frozen. When we learned of this we put together a proposal which would bring everyone to their full 'Y value' to April 1, 1992. Estimates are that this would cost \$4 million out of a \$50 million salary budget."

The adjustment is permitted by language in Bill 17 which allows "internal adjustments to correct anomalies."

The Newfoundland government's wage restraint period, which began on April 1, 1991, permits no increase in wages until 1993. During the 1993/94 academic year a limit of three per cent on scale increases is permitted. Graesser said that the 1.1 per cent increase in 1992/93 operating grants "is more than offset by the increase in the payroll tax and unemployment insurance deductions." There has been a freeze on tenure track hiring at Memorial.

At the time of writing, the university is considering raising admission standards.

Currently, students must obtain 60 per cent over a wide range of high school courses but the university may raise this to 70 per cent over a narrower list of courses.

## New Brunswick universities continue to feel effects of funding freeze

The effects of the funding freeze continue to hurt New Brunswick's universities. At Mount Allison, tuition will increase by 15 per cent, some support staff will be let go and others will be moved from 12-month to eight-month contracts. No tenure track hiring will occur and some term positions will not be renewed.

Gwen Creelman, head of the Federation of New Brunswick Faculty Associations, said that the province is currently reviewing student assistance in light of the recent tuition increases. Students at the University of New Brunswick are expected to face approximately a 10 per cent tuition increase.

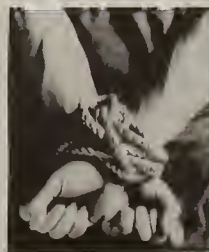
## No layoffs at UPEI

According to Roger Black, President of the University of Prince Edward Island's Faculty Association, no layoffs of academic or support staff will occur because of the province's funding freeze. Black said that faculty at the university "went along with the wage freeze" and the administration has dealt with the situation in "a very humane manner."

He concluded that while the faculty association is not happy about the freeze they "are generally in agreement with the way the consultative process has worked." Fees at the university will go up by seven per cent, the second smallest increase among Maritime universities.



J. Mark Langdon



## Prisoner of the Month Turkey

On April 5, 1992, Erdal Simsek and Mahfus Zengin were among five people detained after a security check while on a journey from Silvan to a local village.

Simsek and Zengin are both Kurdish teachers in the village of Basbug. Turkey has a Kurdish ethnic minority estimated at 10 million, living primarily in the south eastern region of the country. Amnesty International has received an alarming number of reports of torture and ill-treatment from this area and is concerned for the well-being of both of these men and the rest of their travelling companions.

All detainees were originally held at Silvan for five days and then transferred to the Gendarmerie Regimental Headquarters in Diyarbakir where they are believed to be held incommunicado.

A fellow detainee who has recently been released has told Amnesty International that he saw

Hatice Ozer (a 15-year-old-girl) being stripped and tortured. This gives rise to fears that all detainees may be subjected to torture, presumably on suspicion of supporting and aiding the minority Kurdish Working Party (PKK).

Please write a brief and courteous letter expressing concern at the detention of Erdal Simsek and Mahfus Zengin and their three companions to: Mr. Unal Erkn. (salutation: Dear Governor), Olaganastu Hal Alisi, Diyarbakir, Turkey. Ask to be informed whether they have been charged and, if so, the nature of those charges. Also express concern at the alleged torture of Hatice Ozer and insist that she receive medical treatment as soon as possible.

(This column is carried simultaneously by the Bulletin of the British A.U. and the material is supplied by Amnesty International)

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## À l'avant-plan: décrochage et sexisme

par Susan Gray

Une personne sur trois abandonné ses études avant de terminer le baccalauréat, selon une étude menée par le ministère de l'Enseignement supérieur et de la Science. L'étude portait sur le cheminement scolaire à l'université avec un regard particulier sur l'abandon au baccalauréat.

La période couverte par l'étude va de l'automne 1984 au printemps 1989. Cinquante-trois pour cent des étudiants inscrits au début de cette période ont mené à terme leurs études tandis que la situation de 15 p. 100 des inscrits reste en suspens. Ceci ampute quelque peu les résultats de l'enquête.

Deux facteurs se montrent déterminants quant à la persévérance dans les études: le régime d'études et la discipline.

Les étudiants à temps partiel sont deux fois plus enclins à laisser leurs études que ceux qui étudient à temps plein: 58 p. 100 contre 26 p. 100.

On retrouve aussi d'importants écarts en examinant la relation entre le taux de décrochage et la discipline. Le secteur qui résiste le plus à l'abandon est celui des sciences de la santé, avec 17,5 p. 100, soit presque deux fois moins que le taux moyen. Le droit se situe au deuxième rang avec un taux de 24 p. 100. À l'autre extrême se trouvent les études plurisectorielles (44 p. 100), suivies des lettres (43 p. 100).

(Tiré de: «Fine Pointe», Ministère de l'Enseignement supérieur et de la Science)

Comme dans la société en général, des inégalités persistent entre les hommes et les femmes au niveau de l'enseignement universitaire. Au Québec, cette inégalité se situe à trois niveaux principaux: inégalité dans l'accès à l'emploi et à certaines catégories professionnelles en particulier; inégalité dans les conditions de travail, la durée du travail et de l'emploi, inégalité salariale; et dernièrement, inégalité dans les possibilités de carrière ou de mobilité professionnelle.

Malgré l'acceptation en principe de l'idée de l'égalité salariale, il reste d'autres domaines où des inégalités, souvent plus subtiles, subsistent. Entre autres, les rangs supérieurs sont encore dominés par les professeurs tandis que les professeurs sont nombreuses aux rangs inférieurs. (Conférence des recteurs et des principaux des universités du Québec, 1989) Néanmoins, avec l'aide des programmes d'accès à l'égalité, la montée incessante des femmes au titre de leur scolarité et leur avancée dans divers secteurs d'études, les choses «semblent toutefois progresser».

En ce qui concerne les effectifs, environ 16 p. 100 des professeurs au Québec ayant le statut de professeur adjoint, agrégé ou titulaire était des femmes vers la

fin des années 80. Au même moment, le taux pour les postes inférieurs était de 32 p. 100 (Statistique Canada).

Ces données se comparent aux taux de 6 et de 12 p. 100 du début des années 60. (CRÉPUQ)

Le progrès des femmes dans différents secteurs n'est pas très important sauf en droit et en administration. On observe un progrès constant, mais faible, du pourcentage des femmes dans tous les secteurs, sauf le domaine para-médical. En effet, ce dernier étant traditionnellement féminin, on assiste à une baisse du pourcentage des femmes. (CRÉPUQ, 1985-1989)

On constate des progrès «notables» dans la diplomation supérieure des femmes, dans des champs où le doctorat était traditionnellement une condition d'embauche, et où le niveau de diplomation est élevé. (CRÉPUQ, 1985, 87, 89)

Salaires: Selon Statistique Canada (1987), l'écart moyen homme-femme pour toutes les catégories professionnelles se situe autour de 8 000 \$ par année; pour les détenteurs de doctorat, la différence est de 6 000 \$. En l'absence d'information sur l'ancienneté et les caractéristiques des emplois, on est difficilement en mesure de distinguer les écarts imputables à une discrimination.

Pour conclure, la plupart des universités québécoises témoignent d'une progression lente mais régulière en ce qui

concerne le statut de la femme. (Tiré de: «Université», Fédération québécoise des professeurs et professeurs d'université)

Les cégeps n'auront pas le luxe de fêter leur 25e anniversaire autrement que sous l'éclairage d'une commission parlementaire sur leur avenir.

La commission comprendra une large consultation publique. Cette consultation aurait lieu en automne, sauf si la campagne référendaire, qui devrait se tenir jusqu'au 26 octobre, incite la ministre à la reporter de quelques mois.

Lucienne Robillard, la Ministre de l'Enseignement supérieur et de la Science, ne veut pas que le débat porte forcément sur les structures. Selon elle, le Québec a la «maladie des structures», pensant que toutes les solutions relèvent d'un changement à ce niveau.

La portée de la commission parlementaire sera substantielle: «Tous les aspects importants de la vie et du fonctionnement des collèges seront sur la table», a dit la ministre. Mais le but principal de cette réflexion est l'adaptation de l'éducation aux exigences professionnelles et techniques des marchés de l'an 2000.

Entre autres, la question de la gratuité sera revue. Mais Mme Robillard veut l'examiner avec beaucoup de soin. «Est-ce qu'on doit punir nos jeunes et leur charger des frais de scolarité?» demande-t-elle. «Je regarde

cette question-là avec beaucoup de prudence parce que les acquis en matière de scolarisation sont encore fragiles au Québec.» (Tiré de: «La Tribune», «Le Devoir»)

Certains étudiants à l'Université de Montréal paieront environ 25 p. 100 de plus pour leurs cours dès l'automne prochain à cause de la décision de l'Université de «déplatonner» le niveau actuel des frais de scolarité maximum qu'elle peut exiger dans une session. Le gouvernement provincial ne pénalisera plus les universités qui changent leurs plafonds de crédits, ce qui était le cas auparavant.

Actuellement, les frais de scolarité sont calculés à partir du nombre de crédits suivis à chaque session. Néanmoins, l'U de M avait fixé un seuil de 13 crédits pour la facturation; le nouveau seuil va s'établir à 18 crédits.

La majorité des étudiants, qui prennent 15 crédits par session afin de compléter leur baccalauréat en trois ans, verront leur facture grimper de 80 \$ par session. C'est surtout les étudiants des programmes professionnels qui seront pénalisés par les changements.

Les frais de scolarité ont subi une double hausse de 350 \$ décrétee par Québec en 1990 et 1991, après un gel de 20 ans.

Les associations étudiantes de l'U de M sont en fureur car on leur avait promis des consultations sur la question. (Tiré de: «Le Devoir»)

## Dropout problem, sexism dominate Quebec scene

By Susan Gray

One out of three students leaves university without obtaining a degree, according to a recent government study which focuses on dropouts at the undergraduate level.

The period covered by the study, done by the Ministry of Higher Education and Science, was Fall 1984 to Spring 1989. Only 53 per cent of students who registered at the beginning of this period finished their studies; for 15 per cent, the status was uncertain. Due to the lack of data, the results of the study are inconclusive.

Two factors appear to be crucial to the obtaining of an undergraduate degree — student status (full or part-time), and the program of study.

Part-time students are twice as likely (58 per cent) as full-time students (26 per cent) to abandon their studies.

Different disciplines also have very different dropout rates. The sector with the highest graduation rate is health sciences with almost half the average drop-out rate (17.5 per cent). Law has the second best record (24 per cent). At the other extreme are interdisciplinary programs (44 per cent), followed by literature (43 per cent). (Source: «Fine Pointe», Ministry of Higher Education and Science)

As in society generally, sexism persists in academia. In Quebec, discrepancies in the treatment of university professors by sex exists primarily at three levels: reduced academic opportunities for women, especially in certain professional fields, dissimilar working conditions, salaries, and contracts, and lastly, different opportunities for career advancement or professional mobility.

Pay equity is now accepted, but

discrimination, often in more subtle forms, continues to exist. Among other things, the senior professorial ranks are still dominated by men, while women predominate in the lower ranks. (Conference of Rectors and Principals of Quebec Universities, 1989) But with the employment equity programs and more women obtaining advanced degrees and experience in different fields, things «seem to be progressing».

As for numbers, by the end of the 1980s, approximately 16 per cent of assistant, associate or full professorships in Quebec were held by women, while 32 per cent of lower-ranked teaching posts went to the same group. (Statistics Canada)

At the beginning of the 1960s, these numbers were, respectively, six and 13 per cent. (CRÉPUQ)

Only law and administration have witnessed a significant increase in the number of women over the years. There has been steady progress by women in all other areas, with the exception of ancillary medical services. While this field has traditionally been dominated by women, it has recently seen a decrease in their ranks. (CRÉPUQ, 1985-89)

The article points out that women have been obtaining many more advanced degrees in areas where this or a doctorate are normal prerequisites for hiring. (CRÉPUQ, 1985, 87, 89)

Statistics Canada figures for 1987 show the average gap between male and female university professors' salaries to be approximately \$ 8,000 per year; for PhDs, the difference was only about \$6,000. Due to the lack of details about seniority and the positions themselves, it is difficult to determine how much of the discrepancy is due to discrimination.

To conclude, most Quebec universities are slowly but steadily improving the status of women in the system. (Source: «Université», Federation of Quebec University Teachers)

This year marks the 25th anniversary of Quebec's CEGEPs. It is also a year that will witness a legislative commission to examine the future of the entire CEGEP system.

An extensive public consultation will be part of the process. The consultation is expected to get underway in the fall, unless the provincial referendum campaign slated for completion by Oct. 26, forces it to be delayed for a few months.

Lucienne Robillard, the Minister of Higher Education and Science, does not want the debate to focus on structures. She says Quebec has been obsessed with structures, believing that any problem can be resolved by a change at that level.

The legislative commission will be broad in scope: «All important aspects of CEGEP operations and CEGEP life will be on the table», said the minister. Still, the main goal of the exercise will be to examine how education can best meet the professional and technical needs of the workplace in the year 2000.

Free tuition is one of the topics to be examined by the commission. But Mrs. Robillard wants the subject to be looked at quite carefully. «Should our youth be punished and forced to pay tuition?» she asked. The minister says she is very hesitant about changing the current setup because the gains of Quebec's school system are still very fragile. (Sources: «La Tribune», «Le Devoir»)

Certain students at the

Université de Montréal will be paying approximately 25 per cent more for tuition come the fall. The tuition hike is the result of the university lifting its tuition ceiling. This, in turn, followed Quebec's decision to no longer penalize universities that alter their ceiling.

Currently, tuition fees are based on the number of credits a student takes in a given session. Nevertheless, the Université de Montréal had set a ceiling of 13 credits. The new ceiling will be 18 credits.

Most students, who take 15 credits per session so they can complete their studies in three years, will pay \$80 more per session starting in the fall. The students hardest hit by the changes will be those in professional programs.

After a 20-year tuition freeze, Quebec upped fees by \$350 in 1990, and again by the same amount in 1991.

The university's student associations are furious because they had been promised consultations. (Source: «Le Devoir»)



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# Canadian Census Microdata Users

Information supplied by: Canadian Association of Public Data Users/Association canadienne des utilisateurs de données publiques (CAPDU)

Statistics Canada is currently in the process of planning the content of the 1991 Census of Canada microdata files. The CARL/ABRC Census Data Consortium has been invited to provide input to the advisory process from the viewpoint of the academic research sector. The Consortium therefore asks all researchers who use the Census Public Use Microdata Files in their research and/or teaching for advice as to variables and variable coding that should be included in the 1991 iteration of these files. Suggestions should conform with the two basic principles of protecting

individual privacy, and comparability with previous Census Public Use Microdata Files.

Deadline: July 10, 1992

For further information, or to provide your input, contact: Laine G.M. Ruus, Data Library Service, University of Toronto, 130 St. George Street, Toronto, Ont., M5S 1A5, Tel. (416) 978-5365 FAX (416) 978-7653.

Internet: laine@vm.utoronto.ca  
Bitnet: laine@utorvm

Input received after July 10 will not be included in the submission to Statistics Canada.

The Census Data Consortium was formed in 1989 by CARL/ABRC, in consultation with CAPDU, to enable the Canadian academic sector to purchase cooperatively the computer-readable census products from the 1986 Census of Population, and as of May 1992, includes 32 Canadian universities and colleges. CARL/ABRC (Canadian Association of Research Libraries/Association des Bibliothèques de Recherche au Canada) consists of the Directors of 27 of Canada's largest university libraries, the National Librarian of Canada, and the Director General of CISTI (Canada Institute for Scientific and Technical Information).

Sarah Shorten Award  
Recipient



Helen Breslauer

## Secrecy oath denied

The article titled *Concordia imposes oath of secrecy* published in the CAUT *Bulletin* of March 1992 contains a few inaccuracies which cannot be left unanswered.

The Board of Governors of Concordia University never has "unilaterally imposed an oath of secrecy on faculty members," as you contend in your article. The wording used and the general context of the article convey the impression that the undertaking of confidentiality (not an oath of secrecy, which is quite different) was imposed recently. In fact the confidentiality surrounding the deliberations of search committees has always been part of Concordia's tradition, as it has for many other Canadian universities, and was implicit in the mandate of the committees.

In 1984, an ad hoc committee established to review the rules and procedures for search committees recommended that the undertaking of confidentiality expected of committee members be in writing; this recommendation, included in a report which was subsequently adopted by the Board of Governors, was in response to various representations made by the internal community following serious breaches of confidentiality during the 1983 search for the position of rector. The committee's report was adopted after substantial consultation in the university community.

Seven years later, circumstances had changed and the Board of Governors recognized the need to revise and update these rules and procedures. This decision was not prompted by faculty members nor did it come as a result of CAUT President Fred Wilson advising Concordia faculty members to refuse to sign the undertaking of confidentiality.

In September 1991, a new Ad hoc committee was established by the board with a mandate to review and assess the 1984 rules and, if deemed advisable, to recommend changes to them. The committee is presently holding public hearings and will forward its Report to Senate for comments and input prior to seeking final approval by the Board of Governors. This consultative process welcomes the participation of all stakeholders, (including, but not limited to, faculty members) in the possible development of a new search process which will be responsive to the University's needs.

Dr. V.H. (Manek) Kirpalani  
Professor of Marketing and International Business  
Faculty of Commerce and Administration  
Concordia University  
on behalf of the Ad hoc Committee on the Revision of Rules and Procedures for Evaluation Committees and the Advisory Search Committees

## Distance education – more than one

The News from Quebec section of your May *Bulletin* contained the erroneous statement that Télé-université "is the only North American university to deal solely with long-distance education."

It is quite likely that Télé-université is the only French language university in North America dealing solely with distance education. But you should be aware that Athabasca University has for

more than 20 years offered courses and programs exclusively by distance education, and now serves more than 11,000 students. There are also several distance education universities in the United States.

I would ask you to bring this correction to the attention of your readers.

B. Chris Nash  
Athabasca University

## Abolitions attacks one-sided

In the current number of the CAUT *Bulletin* one finds a series of attacks on the government, partly because it has abolished the Science Council, the Economic Council, the Law Reform Commission, and CIIPS, partly because it has merged the SSHRCC and the Canada Council, and partly because it has done all these things without consultation. CAUT, however, could equally well have accentuated the positive in these rearrangements. The abolitions will save \$12.3 million in administrative and lobbying outlays, and in principle these funds can now be put to more worthy uses. As for the published work of the abolished agencies, much can be called research only by courtesy. It never made sense for the national exchequer to finance the lobbying

work of the SCC and the ECC. As for SSHRCC, the original emergence from the Canada Council was accompanied by the release of various pathologies, which may now perhaps be brought under better control. As for consultation, one asks oneself why government should listen to various vocal minorities and interest groups which, for all sorts of reasons, want to preserve the agencies, even though among professionals and specialists there is widespread disenchantment or dissatisfaction about all of them. In the current state of the national finances government has to cast a cold eye at all such inherited arrangements, many of which I should be much sorer to lose.

Ian M. Drummond  
University of Toronto

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# Une décision irréflectée qui met fin à vingt ans d'efforts d'un organisme essentiel

Cette lettre collective porte la signature de Marie-Andrée Bertrand, Jean-Paul Brodeur, Maurice Cusson, Arlene Gaudreault, Pierre Landreville, Guy Lemire, André Normandeau, José M. Rieo, Jean Trépanier et Denis Szabo, tous professeurs à l'École de criminologie de l'Université de Montréal.

La Commission de réforme du droit du Canada (CRDC), créée en 1971, n'existe plus. Ainsi en a décidé le gouvernement canadien à l'occasion de la présentation du nouveau budget.

Cette décision a été apprise avec consternation dans les milieux juridiques internationaux aussi bien que canadiens. L'organisme canadien y jouissait d'un prestige considérable. Au Canada, le prestige de la Commission a été à l'origine de la création d'un organisme semblable en Ontario, et le Québec annonçait récemment son intention de suivre la voie de la province voisine.

L'élimination d'un organisme, considéré sur le plan international comme un modèle à suivre, ne saurait se justifier pour des considérations exclusivement économiques. Certaines institutions jouent un rôle primordial dans la société, notamment celles reliées au droit et à l'administration de la justice, piliers irremplaçables des rapports entre l'État et les citoyens et instruments indispensables pour la résolution des conflits — individuels et sociaux — qui dérivent de la vie en collectivité. Dans ce contexte, il convient de rappeler le rôle et l'impact de la CRDC.

1. Le mandat de la Commission de réforme du droit consistait fondamentalement à étudier d'une façon permanente les lois canadiennes en vue de faire des

propositions pour les améliorer et les moderniser et à développer de nouvelles méthodes et de nouveaux concepts de droit correspondant à l'évolution des besoins de notre société. Pour bien le remplir, il fallait que le nouvel organisme soit permanent et indépendant. La permanence assurait la continuité et la cohérence dans la réforme du droit, par opposition aux modifications ponctuelles proposées par le ministère de la Justice, les commissions d'enquête et autres organismes similaires. L'indépendance — la CRDC ne répondait qu'au Parlement — garantissait la possibilité de s'attaquer à des sujets difficiles en l'absence de toute contrainte politique induite.

Considérant que, dans une société démocratique, la loi doit être basée sur un large consensus entre les citoyens et les groupes sociaux et que la réforme du droit doit se faire après un échange d'idées entre tous les intéressés, la Commission procédait, dès sa création, à un sondage auprès de la population, dans le but de l'informer de son plan de travail et d'obtenir des commentaires sur le programme proposé et les priorités à établir. Par la suite, la CRDC a mené régulièrement des consultations publiques en distribuant gratuitement et dans le même but ses documents de travail. Ceux-ci présentaient le point de vue de l'institution sur des sujets divers, après avoir eu recours à la recherche et à la consultation des spécialistes (juges, avocat, professeurs universitaires, chefs de police, médecins, biologistes, etc.). Une fois reçus les commentaires de ceux-ci, du public et des organismes intéressés, les recommandations finales sur le sujet étaient remises, sous forme

de Rapport, au ministère de la Justice, dans le but d'être présentées au Parlement sous la forme d'un projet de loi.

Les sujets abordés dans les documents de travail et dans les rapports — la grande majorité se référant au domaine criminel et pénal — ont porté autant sur les principes fondamentaux du droit criminel, de la procédure pénale ou de la sentence — absents de notre législation depuis plus d'un siècle — que sur des thèmes spécifiques aussi variés et actuels que l'aliénation mentale, l'homicide, les infractions sexuelles, la pornographie, le vol et la fraude, le jury ou les pouvoirs policiers (fouilles, perquisitions et saisies, interrogation des suspects, techniques d'investigation policière, arrestation). En tout, la Commission de réforme du droit a publié 63 documents de travail et 33 rapports, en plus de nombreuses études et ses rapports annuels.

2. L'impact des activités de la Commission de réforme du droit doit être évalué à divers niveaux. Sur le plan législatif, les recommandations de cet organisme ont été à l'origine d'importantes réformes en matière de preuve (non admissibilité des preuves obtenues dans des conditions qui violent les droits et les libertés fondamentales), d'infractions sexuelles (le délit de viol s'est transformé en agression sexuelle), de compensation aux victimes d'actes criminels, d'avortement, de réparation du préjudice causé par le délit, etc.

En ce qui a trait à son influence sur l'évolution de la jurisprudence, elle était de plus en plus importante et significative (les travaux de la Commission ont été mentionnés dans 211 décisions

judiciaires, dont 39 de la Cour suprême du Canada); surtout après l'adoption en 1982 de la Charte canadienne des droits et des libertés, ses recommandations ont aidé les tribunaux à résoudre de nombreuses questions juridiques, reliées à des problèmes controversés et à statuer sur la constitutionnalité de divers articles du Code criminel.

Finalement, certaines recommandations de la Commission ont contribué à la modification de diverses pratiques judiciaires, ce qui a servi à améliorer la justice criminelle et civile et à réaliser des économies non négligeables. Il en a été ainsi, par exemple, avec la mise sur pied des mécanismes de communication de la preuve du procureur de la Couronne à l'accusé ou à son défenseur (ce qui a donné lieu à une augmentation considérable de plaidoyers de culpabilité et, par conséquent, à une importante réduction du nombre des procès et des coûts qui en résultent), à l'utilisation de mandats par téléphone (évitant de la sorte les déplacements — souvent inutiles — de policiers et de juges) et de l'enregistrement magnétoscopique des déclarations des suspects; dans le domaine de la santé, certains points de vue de la CRDC concernant l'euthanasie, la cessation de divers traitements et les soins palliatifs, basés sur le principe suivant lequel le consentement ou la volonté du patient doit être la règle déterminante si celui-ci ne veut plus de soins, ont été appliqués par les médecins, sans attendre des éventuels changements législatifs.

Bien sûr, presque toutes les provinces canadiennes possèdent des organismes chargés de la réforme de l'administration de la justice et, périodiquement, des commissions d'enquête sont créées pour étudier des thèmes

spécifiques. Cependant, et compte tenu de la portée nationale du droit criminel, le pays a besoin d'une institution qui assure une certaine uniformité, cohérence et continuité dans ce secteur.

Dans ces conditions, la raison d'être de la Commission de réforme du droit, sa méthode de travail (à la fois rigoureuse et démocratique) et ses réalisations auraient dû aisément l'emporter sur les aspects financiers qui semblent avoir présidé à son élimination. D'autant plus que le budget alloué à cet organisme n'atteignait pas 5 millions \$ (une partie infime d'un budget total d'environ 160 milliards \$); que certains de ses membres, appartenant à la fonction publique, devront être affectés ailleurs; et que, à moins que le gouvernement fédéral renonce carrément à la réforme du droit et des institutions juridiques, cette tâche devra être assumée par le ministère de la Justice, qui sera obligé de commander des recherches et d'engager des spécialistes dans ce domaine, réduisant ainsi à fort peu de choses l'économie prévue. Par ailleurs, cette dernière solution n'assurera pas le même degré d'indépendance dont jouissait la Commission.

Il faudrait, par conséquent, que le gouvernement canadien revienne sur une décision malheureuse, injustifiée et irréflectée qui, non seulement arrête 20 ans d'efforts d'un organisme essentiel à la réflexion et à l'avancement du droit et des institutions judiciaires de notre pays, mais également la suite à donner à certaines approches dont la portée engage l'avenir.

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Votre

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## Fiji, Race and Politics in an Island State

by Michael C. Howard  
UBC Press, Vancouver, 1991

The scope of Michael Howard's book is ambitious: to trace the history of the labour movement in Fiji and creation of the Fiji Labour Party in 1985, and to account for the events of the two military coups staged in 1987. These events are inextricably linked, Howard argues, the coups being prompted by the election in 1987 of a Labour-Coalition government. These military actions represent attempts by this country's traditional elite to preserve its privilege within this post-colonial, "potentially" democratic state.

Howard's account of these events is grounded in an understanding of Fiji's political economy. He traces the development of the non-subsistence sector of Fiji's economy from its introduction by the British in the late 1800's of indentured labour from India. While this population provided a cheap source of labour for the agricultural and later manufacturing sectors, indigenous Fijians were compelled, through appeals to the preservation of their culture, to sustain the rural subsistence economy.

The idealization of a traditional indigenous arena — which Howard contends is as much an invention of the colonial period as it is "traditional" — constitutes what he terms a "cultural ideology." This ideology has both upheld and legitimized the power base of Fiji's hereditary rulers and entrenched racial differentiation within this colony, preventing the development of inter-ethnic or class solidarity amongst Indo-Fijians and Fijian commoners.

Politically, the colonial era was overseen by a governing establishment of colonial administrators, wealthy expatriate and Indo-Fijian business interests, and members of Fiji's chiefly elite. This establishment operated behind the facade of indigenous leadership. With independence in 1970 and the introduction of a parliamentary system, their interests came to be represented by the Alliance Party, a party led by one of

Fiji's paramount chiefs, Kamasese Mara, since its inception. This party's platform is conservative, Howard holds, its main goal being to maintain ethnic divisions in order to preserve the paramountcy of Fijian (read chiefly) interests while enhancing its fortune through any means — corruption, patronage and intimidation included.

Against this history Howard describes the rising political aspirations of the Indo-Fijian population and the central role that this ethnic group has played in the labour movement in Fiji. Since the early 1900's, strikes and work disruptions have been means by which Indo-Fijians have expressed discontent with the British colonial system and its labour policies, these actions being much inspired by similar sentiments and protests in India during this time. The 1920's saw the formation of the Fiji Indian Labour Federation. In post-independence Fiji, the interests of this group have been represented politically by the National Federation Party (NFP).

As Howard details, racial divisions continued to inform political platforms into the 1980's. Within this setting the Fiji Labour Party (FLP) was formed in 1985. Increasing participation of the Fijian population in non-subsistence wage labour increased their involvement in trade unions. The FLP hoped to draw on their support, thereby offering an alternative within Fiji's ethnically divided party system.

Although attempting to be racially unaligned, however, the FLP chose to join the National Federation Party to form a coalition during the 1987 election, its leader being an indigenous Fijian, Timoci Bavadra. This coalition succeeded in winning this election, but despite having a Fijian leader it did not attract a significant proportion of the Fijian vote. For many Fijians, the election of this coalition represented Indo-Fijian domination, a fear which Howard points out was played upon in the election campaign by the Alliance Party.

Their fear of domination became manifest in the rise of a Fijian nationalist movement shortly after this election. This movement's leaders held up as examples other

Pacific peoples who had been disenfranchised by non-indigenous factions within democratic systems, even under Labour governments.

Within weeks of this election, Fiji's military forcibly replaced Fiji's elected government, ostensibly to maintain order in the treat of racial violence and to safeguard Fijian interests. Howard contends that this act was not directed towards preserving order, however, but preserving power for Fiji's oligarchy. It was motivated, he states, by "power, money, racism, cold war fanaticism, regional rivalry" and an attempt to prevent exposure of the previous government's corruption.

With his analysis of the second coup in September of 1987, Howard recognizes the power struggle that was evolving amongst Fijians, with military agents operating from a position of considerable strength once in power; at times in opposition to the traditional leaders whose interests they were supposedly protecting. These tensions within the Fijian population are increasingly being played out today.

Howard's understanding of these events is greatly informed by his involvement in the organization of the Labour Party in Fiji, to the extent perhaps that his urban/labour perspective overly diminishes the value of indigenous culture and neglects the indigenous perspective. Where political process is so coloured by ethnic factionalism, it is important that one critically evaluate potential ethnic motives even within a labour movement.

Howard traces the events of these coups in considerable detail, being familiar with its cast of characters and capturing the suspense of the moment. His record of these events ends with the death of the FLP's leader Timoci Bavadra (of natural causes), but one is left with the impression that the voice of Fiji's labour movement has only been temporarily silenced.

(Review by Pauline Aucoin a Ph.D. candidate in Social/Cultural Anthropology at the University of Toronto. She conducted field research in Fiji between 1986 and 1988.)

## Options for a New Canada

Edited by Ronald L. Watts and Douglas M. Brown  
University of Toronto Press, 1991

As Canada moves toward a political crossroads, informed debate about constitutional options is essential. Indeed, the views of all Canadians may be solicited in a national referendum.

While the public has been more involved than ever before, our understanding of the issues may be circumscribed. Media reports often focus on personalities and controversies rather than looking at constitutional reform as a whole, with many integrated parts. That is where *Options for a New Canada* helps.

In this collected work, 17 of Canada's top constitutional scholars discuss institutional change, the distinct society issue, the division of powers and native self government.

The strengths of this work are its organization and diversity. In *Canada's Constitutional Options: An Outline*, Watts examines factors contributing to the crisis, processes which might resolve it and basic options for reform. These include: status quo federalism, a rebalanced federation, decentralization, radical asymmetry, a binational arrangement, a confederation of regions, a common market and two independent successor states.

The other contributors adopt different positions on these matters. Some, such as Peter Leslie, argue that purely confederal (symmetrical, strongly decentralist) options are undesirable and unworkable and that some form of asymmetry is essential to get Quebec on side. Others believe that overt special status should be avoided. Peter Meekison and David Milne suggest a way around the deadlock is to increase the number of concurrent powers and institute a system of opting-in and opting-out.

Alan Cairns, one of Canada's most respected constitutional analysts, who has often been critical of the Meech Lake Accord for ignoring the groups and individuals empowered by the 1982 Charter of Rights,

provides an innovative suggestion.

In his article "Constitutional Change and the Three Equalities," Cairns says that satisfying Quebec's needs is contingent on the ability of politicians to sell the idea that protection for our "two national peoples" is just as important as the equality of individuals and equality of the provinces. Special status, he says, might be framed as being similar to affirmative action protection in section

15(2) of the Charter.

*Options for a New Canada* is an important contribution to the literature on recent constitutional developments and the vigorous, informed debates give the reader a clearer understanding of the complexity and diversity of the choices and the importance of making them for our nation. (Review by J. Mark Langdon, Department of Political Studies, Queen's University)

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Author: David H. Hirsch  
Publisher: Brown University Press  
University Press of New England  
U.S.A., 1991

The Cultural Maze:  
Complex Questions on Native  
Destiny in Western Canada  
Editor: John W. Friesen  
Publisher: Detselig Enterprises Ltd.  
Calgary, 1991

Policizing Gender:  
Narrative Strategies in the  
Aftermath of the French Revolution  
Author: Doris Y. Kadish  
Publisher: Rutgers University Press  
U.S.A., 1991

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**UNIVERSITY OF ALBERTA:** The Department of Classics invites applications for a tenure-track position at the Assistant Professor level (1992-93 salary range: \$38,955 - \$55,755) commencing after January 1, 1993 or July 1, 1993. Applicants should be specialists in Greek History and be prepared to teach a broad range of general Classics courses such as the Greek World, The Roman World, Greek and Roman Mythology. A Ph.D. to be completed by commencement of appointment, and successful teaching experience are required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a covering letter, curriculum vitae, university transcripts, and the names of three referees should be sent by August 31, 1992, to the Chair, Department of Classics, University of Alberta, Edmonton, Alberta T6G 2E5. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from persons, disabled persons, members of visible minorities and women.

## CLOTHING & TEXTILES

**UNIVERSITY OF ALBERTA:** The Department of Clothing and Textiles, Faculty of Home Economics, invites applications for a Textile Conservator. Primary responsibility is to teach practical aspects of textile conservation to degree and graduate students; supervise a textile conservation intern; assist with conservation of items from Clothing and Textiles Collection and items accepted on a fee-for-service basis; assist with all aspects of conservation, including storage and display; and participate in ongoing research. Candidates should have a B.Sc. in Clothing and Textiles. Conservation or related field preferred. A minimum of three years of experience as a textile conservator and demonstrated teaching ability. Salary range: \$27,650-40,000, dependent upon experience. The position is effective August 15, 1992. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants must send a curriculum vitae and the names of three referees to: July 15, 1992, to Nancy Kerr, Chair, Department of Clothing and Textiles, 301 Printing Services Building, University of Alberta, Edmonton, Alberta T6G 2N1. The University of Alberta is committed to the principle of equity in employment. The

University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

## COMPUTER SCIENCE

**DALHOUSIE UNIVERSITY:** The Division of Computing Science at Dalhousie University invites applications for an 8-month junior level term appointment, 1 September 1992 to 30 April 1993. Applicants should have a PhD or equivalent in Computing Science and have the ability and interest to teach a wide variety of upper level Computing Science courses. Application deadline is 30 June 1992. Send resume and names of three referees to: Chair, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3A5. FAX 902-494-5120. The department is an Equal Opportunity Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**CONCORDIA UNIVERSITY:** Department of Computer Science. Those who are interested in teaching, research, post-doctoral and research associate positions are invited to apply. The department is distributed computer, VLSI, database, software engineering, programming languages, large-scale scientific computing, artificial intelligence, pattern recognition, computer algebra, and combinatorics. Applicants should have a Ph.D. degree in computer science or related field. Those who are on sabbatical and wish to spend a year in our department are also welcome to apply. The university is located in Montreal and the department houses approximately 500 undergraduate, 80 masters and 30 Ph.D. students and has twenty eight fulltime faculty members. The department and university have excellent laboratory and computing facilities. The department's teaching and research laboratories are supported by an excellent pool of analysts and technicians. Concordia is committed to Employment Equity and encourages applications from qualified women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women and minorities will be given priority. Interested applicants should send a resume and the names of at least three referees to: Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8; Fax: (514) 343-2530; email: h343@concordia.ca. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

## EARTH & ATMOSPHERIC SCIENCE

**YORK UNIVERSITY:** Faculty of Pure and Applied Science, Department of Earth and Atmospheric Science. A tenure-track appointment, the appointee will be required to engage in research on atmospheric phenomena, including studies of the stratosphere, mesosphere and thermosphere from space. Candidates should have a strong research background in the space environment field and experience in the acquisition and use of space data for atmospheric studies. Evidence of potential for project leadership within the stratosphere. The Canadian national space project programme would be an asset. The Faculty of Pure and Applied Science participates in the research programmes of the Institute for Space and Terrestrial Science. York University is part of the Canadian Network for Space Research. Candidates will also be expected to teach at the undergraduate level within the Space and Communication Sciences and other programmes, as well as teach and supervise graduate students. Applications should be sent as soon as possible to: Dr. J.C. McCreath, Chair, Appointments Committee, Department of Earth and Atmospheric Science, Faculty of Pure and Applied Science, York University, North York (Toronto), Ontario M3J 1P3, Canada. Tel. (416) 736-5645, fax (416) 736-5817. In accordance with

Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is implementing a policy of employment equity, including affirmative action for women faculty. This position is subject to budgetary approval.

## EARTH SCIENCES

**UNIVERSITY OF WATERLOO:** Earth Sciences. Applications are being accepted for the position of Chair, Geochemistry and Hydrogeology of the Tullings to be established at the University of Waterloo. Applicants should be senior scientists with demonstrated expertise in research pertaining to the mine environment in such areas as the geochemistry or hydrology of mine effluents, waste rock or mined land reclamation. We expect the Chair to be funded initially for a period of 5 years. The successful applicant will be appointed as a Research Professor in the Department of Earth Sciences while occupying the Chair. Please reply by July 1, 1992 with a CV (which includes names and addresses of at least three referees to: Dr. John Chetty, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## EDUCATION

**SAINT MARY'S UNIVERSITY:** Faculty of Education has a vacancy for a nine-month synodical replacement and subject to funding availability, a two-year term appointment. Applicants for these positions should have a minimum of a bachelor's degree and be qualified to teach in bachelor of education and master of education programs. In addition, the successful candidates will be expected to teach courses in their area of specialization which would enhance existing programs. Candidates who have specialties in the area of Educational Administration, Education Policy and Planning, Psychology/Special Education or Career/International Education will be considered. The successful candidates should have a completed dossier of a commitment to teaching and school experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and people with disabilities. Duties will begin on September 1, 1992 and applications will continue to be accepted until selections are made. Send curriculum vitae with transcripts, in the name of the applicant, and a statement of teaching interests to: Roger H. Barnsley, Dean, Faculty of Education, Saint Mary's University, Halifax, N.S., B3H 3C3.

## EDUCATIONAL PSYCHOLOGY

**THE UNIVERSITY OF CALGARY:** Head, Department of Educational Psychology. The University of Calgary Faculty of Education invites applications and nominations for the position of Head of the Department of Educational Psychology, effective January 1, 1993 or July 1, 1993. This Department, with 27 regular faculty members, contributes to the B.Ed. programs and offers extensive programs at the Master's and Doctoral levels. Areas of specialization in the Department include clinical, school and community psychology, computer applications, counselling psychology, developmental psychology, instructional technology, measurement and statistics; research design; special education; and statistics. Candidates should be educational psychology specialists who have established a reputation in teaching, scholarship and research, and service, possess leadership qualities, and have the ability to work with and organize staff. This tenure-track appointment will be made at the Associate or Full Professor level. Rank and salary will be determined by the University of Calgary.

# Dean of Science

The Faculty of Science, Athabasca University, is seeking a Dean to provide strong academic leadership for the Faculty, and to facilitate scholarly teaching, research and curriculum design. The Dean is expected to foster cooperation with business, educational and government agencies.

The faculty has two innovative new degree programmes: a four-year Bachelor of Science degree and a post-R.N. Bachelor of Nursing. The Dean is directly responsible for providing creative leadership in the support of the new degrees and ensuring a suitable range of programmes and courses.

The ideal candidate for this position will have a Ph.D. in an appropriate discipline, a strong academic, professional and administrative record, demonstrated leadership abilities and commitment to scholarship in teaching and research.

Ideally commencing in September 1992, the appointment is for a five year renewable term and includes a continuing academic appointment.

Athabasca University is an open university specializing in distance education. It is located in Athabasca, a town in central Alberta. The town's proximity to Edmonton gives its residents both the advantages of country living and access to the facilities of a modern urban centre which is located only 150 kilometres away.

Applications should include a current resume, the names and addresses of three referees and a brief outline of what the candidate would like to achieve in the position. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Athabasca University develops and maintains an environment which supports equitable working conditions for members of groups traditionally under-represented in universities.

An Information package is available upon request from Dr. C. Nash, Vice-President Academic, (403) 675-6185.

Applications should be directed by August 1, 1992 to Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0.

# Athabasca University



# THE UNIVERSITY OF AUCKLAND

## New Zealand A LECTURESHIP IN MUSIC School of Music (Vacancy UAC.148)

Applications should be qualified to contribute at undergraduate and graduate level to both the academic and performance-teaching programmes in the School of Music, with particular emphasis on the area of Baroque Studies. It is likely that the successful candidate will be a harpsichordist, or able to offer a combination of harpsichord and organ; but other instrumental specialisms are not excluded. Some background in choral work would be an advantage and the successful candidate will also be expected to contribute to the teaching of areas such as Musicianship, Harmony and Counterpoint. Commencing salary will be established within the range \$NZ37,440 - \$NZ49,088 per annum.

Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 30 JUNE 1992.

Please quote Vacancy Number UAC.148 in all correspondence.

## A LECTURESHIP IN CLASSICS Department of Classics & Ancient History (Vacancy UAC.147)

The department offers courses in Greek and Latin Language and Literature, and in Ancient History in four options (Greek, Roman, Egyptian, Mesopotamian). The current staff establishment is nine, seven specializing in Classics, two in Near Eastern History. Research interests of current staff include Greek and Roman Histories, Greek and Roman Epic, Greek Philosophy, Greek and Roman Medicine, Seneca, Social Life in Imperial Rome, Egyptology, Ptolemaic Egypt.

Applicants for this new position should have doctoral qualifications in Classics. They will be required to teach Ancient History (Greek and Roman) at all levels, supervise the research essays of MA candidates in Ancient History (Greek and Roman) and contribute to programmes in Latin and Greek Language and Literature.

Commencing salary will be established within the range \$NZ37,440 - \$NZ49,088 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 30 JUNE 1992.

Please quote Vacancy Number UAC.147 in all correspondence.

## TWO LECTURESHIPS IN SOCIAL ANTHROPOLOGY Department of Anthropology

Social Anthropology at Auckland is taught together with Archaeology, Biological Anthropology, Ethnology and Linguistics within the Department of Anthropology. **VACANCY UAC.144** A LECTURESHIP IN THE SOCIAL ANTHROPOLOGY OF CONTEMPORARY NEW ZEALAND. Applicants should have a PhD or equivalent qualification and have teaching and research experience relevant to a university situation. They should have a commitment to teaching and research on contemporary New Zealand.

**VACANCY UAC.145** A LECTURESHIP IN SOCIAL ANTHROPOLOGY. Applicants should have a PhD or equivalent qualification and have teaching and research experience in any of the recognized subfields of social anthropology. Preference may be given to candidates who have an active involvement in research in the tropical South Pacific (including Indonesia). Commencing salary will be established within the range \$37,440 - \$49,088 per annum.

Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 30 JUNE 1992.

Please quote the relevant Vacancy Number in all correspondence.

## AN ASSOCIATE-PROFESSORSHIP Department of Computer Science (Vacancy UAC.149)

The University of Auckland, with over 20,000 students, is sited in the heart of New Zealand's largest city. Auckland is the international gateway to New Zealand, the major industrial, commercial and cultural city in the country.

The Department of Computer Science, occupied in new well-equipped laboratories and offices in 1991, offers a modern, pleasant working environment in which the interests of academic staff are supported and organic and organometallic chemistry can be maintained. Some factors to be considered during the selection process include the extent to which the appointee fills a gap in the research work of the Department and a gap in research in New Zealand and the potential ability of the appointee to attract research funding. The Department has a wide range of advanced research facilities including 400MHz and 200MHz NMR spectrometers. The appointee will be expected to contribute to undergraduate teaching in Chemistry.

Commencing salary will be established within the range \$NZ23,440-\$NZ49,088 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 30 JUNE 1992.

Please quote Vacancy Number UAC.149 in all correspondence.

## SENIOR LECTURESHIP (NON-MEDICAL) IN ANATOMY Department of Anatomy School of Medicine (Vacancy UAC.153)

The vacancy is at the Senior Lecturer (Non-Medical) level for a person experienced in cell and tissue biology. The Department of Anatomy is currently acquiring funds for the purchase of a confocal laser scanning microscope and the appointee would have as a prime responsibility the management and direction of the confocal unit and the associated computer graphics facility. Candidates are expected to have an appropriate postgraduate qualification and teaching experience in cell and tissue biology. They should have a proven record of research in an area of cell and tissue biology, and well developed skills and experience in confocal laser scanning microscopy and computer imaging technology. The successful applicant must be qualified to assume responsibility for the academic direction, supervision and development of confocal microscopy and the associated computer graphics facility in the School of Medicine.

Commencing salary will be established within the range \$52,000-\$60,944 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 10 JULY 1992.

Please quote Vacancy Number UAC.153 in all correspondence.

## A LECTURESHIP IN SYNTHETIC ORGANIC CHEMISTRY Department of Chemistry (Vacancy UAC.152)

Applications are sought for a Lectureship in Synthetic Organic Chemistry. Organic chemists who hold a doctoral qualification are encouraged to apply so that traditional and existing strengths in the area of organic and organometallic chemistry can be maintained. Some factors to be considered during the selection process include the extent to which the appointee fills a gap in the research work of the Department and a gap in research in New Zealand and the potential ability of the appointee to attract research funding. The Department has a wide range of advanced research facilities including 400MHz and 200MHz NMR spectrometers. The appointee will be expected to contribute to undergraduate teaching in Chemistry.

Commencing salary will be established within the range \$NZ23,440-\$NZ49,088 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 10 JULY 1992.

Please quote Vacancy Number UAC.152 in all correspondence.

## The University of Auckland An Equal Employment Opportunity Employer

qualifications and experience. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. The University offers a Dual Career Employment Assistance Program for spouses. Applications, including a curriculum vitae, the names of three referees and a brief statement of the applicant's goals, should be submitted by October 31, 1992 to: Dr. P. Olive, Dean, Faculty of Education, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N1.

## EMPLOYMENT

**CONCORDIA UNIVERSITY:** The Department of Electrical and Computer Engineering at Concordia University is seeking applications for a tenure-track position at the Assistant Professor level for the period beginning 01 August 1992 through 31 May 1993. Primary need is for applicants with specialization in the area of Digital Communication Techniques. Responsibilities will include both teaching and research. Applicants must possess a Ph.D. in Electrical Engineering (Communications). In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from qualified women, aboriginal people, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Applications will be accepted until the position is filled. Applicants should send a resume and names of at least three references to: Dr. P.D. Zogias,

Chairperson, Department of Electrical and Computer Engineering, Concordia University, 1455 Avenue du Parc, West, Montreal, Quebec, Canada H3G 1M6.

**QUEEN'S UNIVERSITY:** Research Associate or Post Doctoral Fellow required for work in the area of microstructure and texture evolution in coiled sheets of ferrous and non-ferrous alloys. A Ph.D. in metallurgical engineering with a strong background in stereology and mechanics is required to enable development of quantitative image analyses in conjunction with electron microscopy. Also, the candidate must have hands-on experience with a high intensity X-ray facility for texture and residual stress determinations and should be facile with texture analysis using orientation distribution functions. The applicant is expected to have excellent oral and written communication skills, and computer proficiency to be able to interact within the group and write independently research proposals and progress reports. The term of appointment is subject to available funding. Salary range: \$27,500 to \$39,343, p.a. depending on qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities. Please send curriculum vitae and the names of three referees by July 15, 1992 to: Professor S. Samal, Dept. of Materials and Metallurgical Engineering, Queen's University, Kingston, ON K7L 3N6.

**UNIVERSITY OF TORONTO:** The

**Department of Electrical Engineering** at the University of Toronto (St. George Campus) is soliciting applications for two short-term research positions. The first position will commence May 1, 1992 and end August 30, 1992 with a compensation of \$3,750.00 per month plus benefits; while the second position will start on June 1, 1992 to June 30, 1992 inclusive with a compensation of \$3,000.00 per month plus living expenses. The preferred candidates will either be qualified scientists or visiting professors who can demonstrate a strong research interest as well as an established record in research in semiconductor devices. The areas of specialization required for the positions are: phononics, quantum wells, superlattices; as well as compound semiconductor structures and devices. Experience in either theory, experimental measurements, and/or characterization is essential. Applicants should send a curriculum vitae and names of three referees to: Dr. J.M. Xu, Department of Electrical Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario M5S 1A4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages both men and women to apply for positions.

**UNIVERSITY OF BRITISH COLUMBIA:** The Department of Electrical Engineering, University of British Columbia, is seeking applications for a tenure-track Assistant Professor position in the area of engineering, software engineering, including real-time applications, is of primary interest. A Ph.D. in electrical engineering and computer engineering is encouraged. A Ph.D. is required. Industrial and teaching experience would be useful. The successful applicant would be expected to pursue research vigorously and to teach at the graduate and undergraduate levels. Collaboration with the Department of Computer Science is facilitated through the Centre for Integrated Computer Systems. Salary is commensurate with qualifications and experience. Start-up funding is available for purchase of equipment and support of graduate student research assistants. The position is available from July 1, 1992. Priority will be given to applications received on or before July 31, 1992. To apply, send curriculum vitae, reprints of published papers, and names of at least three referees, and state clearly your interest in employment in Canada to: Dr. R.W. Donahue, Head, Department of Electrical Engineering, The University of British Columbia, 2356 Main Mall, Vancouver, Canada V6T 1Z2. The University of British Columbia encourages qualified women and permanent residents of Canada.

**UNIVERSITY OF NEW BRUNSWICK:** Applications are invited for the D.C. Campbell Chair in Highway Construction and Pavement Research in the

**Department of Civil Engineering** of the University of New Brunswick. This is a tenure track academic position at a level commensurate with the experience of the applicant. The incumbent of the Chair is to work with the existing Transportation Group to provide undergraduate and graduate courses in the field of transportation; conduct grant-funded research; supervise graduate research; and to disseminate research results. The Chair has been established to recognize and stimulate the research efforts of a distinguished individual in the field of transportation. The successful candidate will have a Ph.D. in Civil Engineering, a demonstrated record of research, teaching, and professional activity. Applicants must be eligible for registration with the Association of Professional Engineers of New Brunswick. A detailed resume with the names of three referees should be sent to: Ralph M. Francis, Director, Ph.D. in Civil Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A1, Tel: (506) 435-4521; Fax: (506) 435-3588. The effect date of the appointment is August 1, 1993. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to employment equity and encourages applications from qualified women, aboriginal people, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

**CONCORDIA UNIVERSITY:** The Department of Civil Engineering at Concordia University invites applications for a tenure-track position at the Assistant Professor level in the area of Environmental Engineering. Applicants must possess a Ph.D. in Civil Engineering with specialization in a proven research record in one or more of the following areas: water quality, environmental modelling of contaminant transport in inland and coastal waters, surface water quality modelling and control, and environmental chemistry of biochemistry. Industrial experience is an important asset. The successful candidate will be expected to participate in the development of new research programs in engineering laboratory, establish a significant research program, supervise graduate students, and demonstrate high quality teaching of undergraduate students. Membership, or eligibility for membership, in a Canadian professional engineering organization is required. Applicants should send a curriculum vitae, a statement concerning teaching and research interests, and the names of at least three referees to: Professor O.A. Pekau, Chair, Department of Civil Engineering, Concordia University, 1455 Avenue du Parc, West, Montreal, Quebec, Canada H3G 1M6. The position is available now and applications will be accepted until July 15, 1992. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**CONCORDIA UNIVERSITY:** The University is seeking applications for a full-time limited term faculty position in Mechanical Engineering to start in June 1992. The Department offers B.Eng., M.Eng., M.A.Sc. and Ph.D. programs and as a well established and well-funded faculty research activity. Applicants should have a Ph.D., preferably in Mechanical Engineering, and should have the theory and practice of manufacturing and its mechanics with a high potential of excellence in teaching and supervision of graduate students, and proven ability to conduct significant independent research. The position is available now and applications will be accepted until July 15, 1992. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**CONCORDIA UNIVERSITY:** The University is seeking applications for a full-time limited term faculty position in Mechanical Engineering to start in June 1992. The Department offers B.Eng., M.Eng., M.A.Sc. and Ph.D. programs and as a well established and well-funded faculty research activity. Applicants should have a Ph.D., preferably in Mechanical Engineering, and should have the theory and practice of manufacturing and its mechanics with a high potential of excellence in teaching and supervision of graduate students, and proven ability to conduct significant independent research. The position is available now and applications will be accepted until July 15, 1992. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**CONCORDIA UNIVERSITY:** The Department of Electrical and Computer Engineering at Concordia University is seeking applications for a tenure-track faculty position at the Assistant or Associate Professor levels. Applicants must possess a Ph.D. in Electrical Engineering, and a demonstrated record of research, teaching, and professional activity. The candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents. The candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents. The candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents.

**CONCORDIA UNIVERSITY:** The Department of Electrical and Computer Engineering at Concordia University is seeking applications for a tenure-track faculty position at the Assistant or Associate Professor levels. Applicants must possess a Ph.D. in Electrical Engineering, and a demonstrated record of research, teaching, and professional activity. The candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents. The candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents.

**LAURENTIAN UNIVERSITY:** School of Engineering. The School offers a tenure-track position in the area of Mechanical Engineering and due to the addition of a new program, is currently seeking applications for the following tenure-track faculty position for September, 1992. The position is to be filled at the assistant professor level. The successful candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents. The candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents.

**UNIVERSITY OF BRITISH COLUMBIA:** The Department of Civil Engineering is seeking applications for a tenure-track position at the Assistant Professor level in the field of Construction Engineering Management. This position is in support of the recently endowed Chair in the area of Computer Integrated Design and Construction. The successful candidate will be expected to take part in the teaching of general undergraduate engineering and management, and to be strongly involved in graduate teaching, research and industry with industry. Specialization in one or more of computer database, graphics, artificial intelligence and systems analysis and design are directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO:** The Department of Electrical & Computer Engineering at the University of Waterloo is seeking applications for a tenure-track faculty position in the area of semiconductor devices and integrated circuits. The successful candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents. The candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO:** The Department of Electrical & Computer Engineering at the University of Waterloo is seeking applications for a tenure-track faculty position in the area of semiconductor devices and integrated circuits. The successful candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents. The candidate will be expected to take part in the joint research work undertaken by the University of British Columbia and Concordia University in the area of signal processing with an emphasis on Canadian citizens and permanent residents.

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**UNIVERSITY OF VICTORIA:** The Department of English, University of Victoria, invites applications for two tenure-track positions beginning July 1, 1993. The first position is for an Assistant Professor in the area of English Literature. The second position is open to women applicants in any field and at all ranks. Applicants in American literature are especially invited to apply. Salary will be determined by qualifications, experience, and rank. Letters of recommendation, CV's and resumes, transcripts, and letters from three referees



## EMPLOYMENT OPPORTUNITY

## Faculty Positions

The Faculty of Business Administration, Memorial University of Newfoundland, is seeking applications for faculty positions in several functional areas due to significant growth in undergraduate and graduate programs. There may be tenure-track, contractual or visiting positions, and appointments are possible at all ranks. Employment dates are flexible, and salaries are competitive and depend upon qualifications and experience. Tenure-track applicants should hold a doctorate degree in business or a near equivalent. The Faculty has initiatives in the area of small business and management development. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Memorial University is committed to employment equity.

Please send 2 copies of your CV to: Dr. Rick Rostin, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF Canada A1B 3X3. Telephone: (709) 737-5531 Fax: (709) 737-7650

# Le plus grand établissement universitaire de formation d'ingénieurs au Canada

## Professeurs, professeurs

## Département de génie mécanique

Le Département de génie mécanique de l'École Polytechnique est à la recherche de professeur(e)s adjoint(e)s à temps plein dans les domaines suivants :

- La conception et la fabrication assistées par ordinateur et la conception en vue de la fabrication et de l'assemblage;
- la thermodynamique et le transfert de chaleur. Les personnes choisies doivent s'intéresser de façon particulière à la mécanique du bâtiment et à l'énergie;
- l'aérodynamique numérique. Les personnes choisies doivent avoir en particulier une excellente connaissance de la méthode des éléments finis.

### Fonctions :

Enseignement aux 1<sup>er</sup>, 2<sup>e</sup> et 3<sup>e</sup> cycles; recherche et encadrement d'étudiants et d'étudiantes aux études supérieures; réalisation de projets conjoints universités-industries.

### Exigences :

Ph.D. en mécanique; aptitudes marquées pour l'enseignement et l'expérience dans la recherche; maîtrise de la langue française. Les personnes devront être dynamiques, motivées, autonomes et habiles à travailler au sein d'une équipe.

### Rang et traitement :

Selon les normes de la convention collective.

### Procédure :

Les candidatures devront parvenir, accompagnées d'un curriculum vitae, d'une attestation de diplômes et des noms de trois répondants, à l'adresse suivante (les candidatures seront étudiées au fur et à mesure qu'elles seront reçues) :

Professeur Jean Rousselet  
Directeur  
Département de génie mécanique  
École Polytechnique  
C.P. 6079, succ. A  
Montréal (Québec) H3C 3A7

Conformément aux exigences prescrites en matière d'immigration au Canada, cette offre s'adresse de préférence aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanents. Nous offrons des chances d'emploi égales à tous.

# JGOFS Canada EXECUTIVE DIRECTOR

Applications are invited for the post of Executive Director of the Canadian project of the Joint Global Ocean Flux Study (JGOFS), which has just received funding for an initial three year period. JGOFS is an international research project organized by the Scientific Committee on Oceanic Research (SCOR) under the auspices of the International Council of Scientific Unions (ICSU). The study's aim is to realize a basic comprehension of the fluxes of carbon and related nutrient elements through the oceans and across their boundaries in order to provide some of the knowledge required for an understanding of the role of the oceans in the global carbon cycle and climate change.

The Executive Director will be responsible to a Steering Committee for the day-to-day management of the program and will act as a line of communication between this committee, the Scientific Advisory Committee and the JGOFS Project Leaders. She/he will be responsible for the operation of the JGOFS Secretariat which is based in the Department of Oceanography of Dalhousie University. The successful candidate will be a senior scientist with wide experience in marine research and in the management of collaborative research projects. It is anticipated that a block of time will be available for the candidate's personal research.

Send applications with a curriculum vitae and the names of three references to: Canadian JGOFS Secretariat, Dept. Oceanography, Dalhousie University, Halifax NS B3H 4J1, Canada, Tel. 902-494-3557, FAX: 902-494-3877. Deadline for receipt of applications is July 1, 1992.

In accordance with Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents. Foreign applicants may, however, apply. Dalhousie University is an Employment Equity/Affirmative Action Employer. We encourage applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.



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The University of Toronto encourages both women and men to apply for positions. The position is subject to budgetary approval. (This is a recruitment of the position.)

**DEPARTMENT OF SOCIOLOGY - Position in Ethnic and Race Relations** - The Department of Sociology, University of Toronto, invites applications for a tenure-track position at the rank of Assistant Professor to begin July 1, 1992. A Ph.D. degree with thesis topics in the area of ethnic and race relations is required. Clear and substantial evidence of excellence in research and teaching is required. Duties will include research and teaching in the area of ethnic and race relations. Salary commensurate with qualifications. Applications including a complete curriculum vitae, a list of references, and the names and addresses of at least three referees should be sent to Professor John H. Simpson, Chair, Department of Sociology, University of Toronto, 203 College Street, Toronto, Ontario, M5T 1P5. Closing date for applications is October 1, 1992. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (and immigrants) of Canada. The University of Toronto encourages both women and men to apply for positions. The position is subject to budgetary approval.

#### SURGERY

**SIR MORTIMER B. DAVIS - JEWISH GENERAL HOSPITAL** - The Sir Mortimer B. Davis Jewish General Hospital, a 625-bed tertiary care teaching hospital, in the University is inviting applications for the Department of Surgery. The Department comprises the following: Cardiovascular and Thoracic, Colorectal, General and Plastic Surgery. Potential candidates should be Royal College certified (or equivalent) and have significant academic and clinical experience in teaching hospitals. The successful candidate will be offered a university appointment commensurate with his/her qualifications. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Interested candidates should send a copy of their curriculum vitae to: Dr. P.L. Isenberg, Associate Executive Director, Professional Services, S.M.D.B., Jewish General Hospital, 3839 Avenue Lacombe, Montreal, Quebec, H3T 1E2.

#### WOMEN'S STUDIES

**UNIVERSITY OF ALBERTA: The Women's Studies Program**, University of Alberta, invites applications for a third tenure-track appointment at the Assistant Professor level in Women's Studies. Candidates must have a Ph.D. and teach courses from an interdisciplinary perspective. They will be expected to develop courses in their areas of specialization, but they should also be prepared to teach or co-teach in interdisciplinary courses in Women's Studies. The Program would be particularly interested in candidates from the Social Sciences with a specialization in the following areas: Women and Economics; Women and Health; Women and Science; Immigrant Women; Women and the Third World; Aboriginal Women; Social Policy and Planning. Ph.D. is required; publications and teaching experience are desirable. The appointment will commence on July 1, 1993, conditional on funds being made available. The 1992-93 salary for two-thirds position is \$25,425. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested candidates should send a curriculum vitae, and university transcripts are required. In addition, three referees should be asked to send confidential letters of appraisal to the Chair, Women's Studies Program.

131 Trailer Complex #1, University of Alberta, Edmonton, Alberta, T6G 2E1. Closing date: 30 October 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, and members of visible minorities, and women.

#### FOR SALE

**FOR SALE: Sabbatical's Car In France.** A 1981 VW Golf (three-door), in excellent condition, with mileage half its age. Excellent maintenance. Available later part of July. Write Professor Don Bailey, Chair, Religion, 1 rue du Maréchal Blaise, 75013-Paris, France (20 May-28 July).

#### ACCOMMODATION

**GUELPH, Substantial House For Rent:** lovely, large, furnished 2-storey home; professionally decorated, bright, light and open; living, dining, family, main floor

laundry, eat-in kitchen, 3 bedrooms, 3 baths, fireplace, rec room, deck, air conditioning, parking, large back yard, 5 minute drive U. of Guelph, 1 hour U. of Toronto; available August 15, 1992 to July 31, 1993; call (513) 821-9263 home; (519) 824-4120 x 3970 office.

**PROVENCE, South of France:** 3 bedrooms, 3 bathrooms, 20 km. picturesque village of Peyrouville, 20 km. east of Aix-en-Provence, France, 1992, central heating, available August 1992 to July 1993, \$700/month; utilities: Bath, (413) 278-7458 or (416) 531-8544 after 8 p.m.

**EDMONTON, Furnished Flat to let:** one bedroom plus study and room, terrace, saunas/bathrooms and kitchen; about one mile of University from most of the University of London campuses; 150 pounds per week plus utilities; (819) 459 2105.

#### SABBATICAL RENT - Quebec City

from July 1, 1992 to June 30, 1993; entirely furnished split-level; 3 bedrooms, fully equipped kitchen, laundry facilities, living, dining room, 2 bathrooms, fireplace,

plano, terrace, parking; quiet and woody area, 8500/mo; Rejoice Tremblay, 13495 Duhamel, Quebec, QC, G2A 3L2, Tel: (514) 945-1154. FAX: (514) 923-2549.

**VISITING VANCOUVER:** Furnished, newly finished house - built in a beautiful old house for rent anytime for \$40/day; whole house available July 8 - 28 for \$200/week; nice Port Grey area, close to UBC beaches; 604-736-0945.

**EDMONTON, Kowloon, Hong Kong:** fully furnished 3-bedroom flat for rent from September 1992 to June 1993; centrally located (New Town), all modern conveniences including dishwasher and fully equipped kitchen; chair U. of T. Kathryn Chittick/Stephen Brown (705) 741-5282 or (705) 746-1792/1733 Trent University.

#### WINDSOR, ONTARIO: Bed and Breakfast near U. of W.

Antique furnishings; \$45.00 - \$60.00 plus 5% GST; no GST, (519) 256-3937.

**VANCOUVER, house for sabbatical rent:** August, 1992/August, 1993; 3 bedrooms, 3 bathrooms, fully furnished, 3 bedrooms, dining, living with fireplace, large fenced backyard with lawn

and trees, quiet Richmond house, 20 minutes to UBC, Dr. Allin, UBC, Mech. Eng., Tel: (604) 682-5622, Fax: (604) 682-2403, e-mail: allin@mech.ubc.ca.

**SABBATICAL LEAVE:** Need some peace of mind? For rent (Sept - June) fully furnished home on historic island 1K off the coast of Cape Breton. Magnificent views! All amenities, plus caretaker with boat and farm. Call Howard Nadag, York University (416) 736-5131.

**VISITING TORONTO: Bed and Breakfast from \$50.00 daily:** Furnished apartment from \$345.00 weekly. No pets, no smoking. Chair U. of T. Sheshig Heritage Home (416) 535-0000.

**SOUTHERN FRANCE, Near Fayence:** fully furnished, two bedroom house, 25 minutes north of Cannes, between Cannes and Mougins, 1992/August, 1993; 2 bedrooms, 2 bathrooms, garden, car; available for July, 1992 to 1-12 months; Glen Innes (in France) 67 88 60 22 (in Canada) leave message at 416-668-5555 ext. 3374.

#### HOUSE FOR RENT (sabbat. leave)

Hull, Quebec as night shift close to Gatineau park, 10 min. from downtown Ottawa; renovated, turn & fully equipped (dishwasher & dryer, microwave, etc.); 3 bed; +1 large a-b-d; 2 full bath; fully furnished; 1992/August, 1993; \$1,100.00 + utilities; (819) 707-0952, leave message

**PARIS furnished one bedroom fully equipped apartment, 9th arrondissement, quiet, sunny, 7000 Ffr, longer periods negotiable, (604) 253-7093.**

**Nova Scotia - summer rental:** Three miles from Acadia University (Wolfville) in the beautiful village of Grand Pré; restored 18th C. historic house with 5 bedrooms, 2 1/2 baths, 5 fireplaces; all modern amenities including dishwasher on two acres with orchard and Bay of Fundy view; excellent cycling; \$650 a week; monthly rate negotiable; video available; call (514) 458-8489 until June 24; (502) 542-8554 after June 24. Call Jordan or John Labrecque.

#### HOUSE FOR RENT (sabbat. leave)

Hull, Quebec as night shift close to Gatineau park, 10 min. from downtown Ottawa; renovated, turn & fully equipped (dishwasher & dryer, microwave, etc.); 3 bed; +1 large a-b-d; 2 full bath; fully furnished; 1992/August, 1993; \$1,100.00 + utilities; (819) 707-0952, leave message

## NOTICE BOARD

#### FOR RENT

St. John's, Nfld. Sept/92-Aug/93 (flexible). Furnished 4 bdrm house. Walk to Univ. and schools. Phone (709) 739-0693 or write: Elsie Wright, 6 O'Brien's Hill, St. John's, NF, A1B 6A1.

#### ELECTRICAL ENGINEERING

Applications are invited for a tenure-track position in Electrical Engineering at Memorial University of Newfoundland in the area of Computer Engineering. The appointment is effective January 1, 1993 or as soon as possible thereafter. Applicants should have an educational background in Electrical/Computer Engineering and they must be well-versed in software engineering principles and methodologies with expertise in one or more of the following areas: object-oriented programming, development of large-scale software, real-time processing, parallel/distributed computing, software, artificial intelligence, software/hardware interface, computer networking or VLSI. The successful candidate is expected to develop and teach computer engineering courses at both the undergraduate, Masters and Ph.D. levels, and establish and maintain a strong program of research. Applicants should have a Ph.D. and preferably some industrial or research experience. Appointments will normally be made at the Assistant Professor rank. The Engineering Faculty is well-established co-operative undergraduate and graduate programs in the major disciplines. There are research and graduate programs in power apparatus and systems, electromagnetics and microwaves, signal processing and communications, VLSI and digital systems. Research with relevance to offshore and ocean problems is particularly encouraged. Applicants should submit a curriculum vitae with the names of at least three referees and three representative publications to: The Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X6. The closing date for applications is August 18, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is committed to employment equity.

#### MCGILL SCHOOL OF ARCHITECTURE

Applications are invited for the position of Research Associate; one-year appointment starting September 1, 1992; renewal conditional on additional research funds. Applicants should possess M.Arch (post-professional) with specialization in housing in developing countries and sound research background. Three years work experience in human settlements in developing countries is required; preference will be given to candidates with experience in China and India. The successful candidate will be in charge of ongoing research projects in India and China; responsibilities include studies of low income housing in India; coordination of village planning project in Sichuan and a housing rehabilitation project in Beijing; teaching seminars and design studios to graduate students and coordination of the publications program. Salary commensurate with qualifications and experience. Applications should be sent to: Professor Vikram Bhatt, Director, Minimum Cost Housing Program, School of Architecture, McGill University, 815 Sherbrooke Street West, Montreal, Quebec, H3A 2K6 before July 31, 1992.



#### University of Alberta Edmonton

### J. Alan Gilbert Chair in Medical Education Faculty of Medicine

The Division of Studies in Medical Education at the Faculty of Medicine of the University of Alberta invites applicants for the J. Alan Gilbert Chair in Medical Education.

The successful applicant will have an MD degree with additional qualifications in Medical Education or a PhD in Education with experience in one of the health sciences. Applicants should have an independent program of funded research in medical education, including a convincing record of peer reviewed publications and should have strong administrative and teaching skills. The Gilbert Chair holder will be expected to provide leadership for the Faculty in research in medical education.

The academic rank for this position will be at the Assistant or Associate Professor level and salary will be commensurate with qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send a letter of application, Curriculum Vitae and the names and addresses of three referees, by July 15th, to:

Dr. D.A. Cook

Director, Division of Studies in Medical Education  
212-21 Walter Mackenzie Health Sciences Centre  
Faculty of Medicine  
University of Alberta  
Edmonton, Alberta T6G 2R7

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

#### EDUCATION

The Department of Educational Foundations invites applications for a 10 month term position in Indian and Northern Education. Rank and salary are open and commensurate with qualifications and experience. Ph.D. preferred. The successful candidate will join others in the department whose major responsibilities are in the area of Indian and Northern education. Together, they will be responsible for teaching graduate and undergraduate courses, working closely with native communities, supervising interns, counselling native students, and research. Department members are expected to have a sound grasp of gender issues in education. Teaching experience is preferred. We encourage women and persons of Native ancestry to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity. Applications should be sent to Professor Don Coehnen, Department of Educational Foundations, College of Education, University of Saskatchewan, SK S7N 0W0. The appointment would begin on September 1, 1992 and end June 30, 1993. Closing date for applications: June 30, 1992.



#### DEPARTMENTS OF CHEMISTRY AND GEOLOGY TENURE TRACK POSITION

The Departments of Chemistry and Geology at McMaster University invite applications for a tenure track appointment at the level of Assistant Professor in the areas of Environmental Chemistry and Geochemistry. Applicants should have a recent Ph.D. degree and some post-doctoral experience. The successful candidate will be expected to conduct research and to teach Environmental and Analytical Chemistry in the Department of Chemistry and Geochemistry in the Department of Geology at both the graduate and undergraduate levels.

The Chemistry and Geology Departments are seeking applications from strong candidates with interdisciplinary research interests that have a clear environmental focus. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster is an equal opportunity employer. Applications consisting of a curriculum vitae, a Research Proposal, and the names and addresses of three referees should be sent before September 1, 1992 to:

Dr. R.E. McCarty

Chair  
Department of Chemistry  
McMaster University  
1280 Main Street West  
Hamilton, Ontario  
Canada L8S 4L1  
telex number: (416) 522-2509

# FINLAY TRAVEL



OUR LAST CALL FOR SUMMER 1992... ALSO OUR FIRST CALL FOR THE FALL... WE WILL APPEAR AGAIN IN THE SEPTEMBER ISSUE OF THE CAUT/ACPU BULLETIN.

Spring has been exceptionally busy on the European routes with some great fare opportunities to Great Britain, France, Holland and even further east. Africa very much in demand and sabbatical fare requests remain constant. Ask for a 'Rapid Quote'.

Keep this issue handy as a reference for summer and fall. Call us, fax us, but do stay in touch. We appreciate your interest and support. Many thanks.

Have a wonderful, safe summer. Wishing all of you travellers happy journey wherever. Until September, then...

BEST WISHES.

ITEM: Recently we were privileged to attend a workshop arranged by the Newfoundland and Labrador Tourism Office, and some really fine people from that beautiful part of our country impressed us with the kindness, hospitality and sincerity for which they are known and, the manner in which they conducted the serious business of promoting tourism to their area. Well done Newfoundland and Labrador! A great destination!

## OUR SABBATICAL PROGRAMME

VALID UP TO ONE YEAR

To: LONDON		
From: Montreal/Halifax/St. John's	\$ 815.00	\$1145.00
Toronto	\$ 845.00	\$1175.00
Winnipeg	\$ 995.00	\$1355.00
Calgary/Edmonton	\$1095.00	\$1455.00
Vancouver	\$1145.00	\$1505.00
To: PARIS		
From: Montreal	\$ 815.00	\$1145.00
Toronto	\$ 845.00	\$1175.00
Vancouver	\$1145.00	\$1505.00
To: FRANKFURT		
From: Montreal	\$ 905.00	\$1205.00
Toronto	\$ 935.00	\$1235.00
Vancouver	\$1235.00	\$1565.00
To: ZURICH		
From: Montreal	\$ 975.00	\$1275.00
Toronto	\$1005.00	\$1305.00
Vancouver	\$1455.00	\$1785.00
To: STOCKHOLM		
From: Montreal	\$1045.00	\$1345.00
Toronto	\$1075.00	\$1375.00
Vancouver	\$1375.00	\$1705.00
To: COPENHAGEN AND OSLO		
From: Montreal	\$ 975.00	\$1275.00
Toronto	\$1005.00	\$1305.00
Vancouver	\$1305.00	\$1635.00
From: TORONTO - ONE WAY FARES		
To: Amsterdam	\$475.00	\$557.00
Vienna/Paris/Zurich/Geneva/Frankfurt	\$557.00	\$607.00
Copenhagen/Stockholm/Oslo/Helsinki	\$607.00	\$707.00

- BOOKING CONDITIONS & RESTRICTIONS APPLY
- ALL FARES ARE SUBJECT TO CHANGE WITHOUT NOTICE, AND MAY BE WITHDRAWN AT ANY TIME.
- Not included: Canadian Transportation Tax \$40.00 and local taxes where applicable.
- Children's fares available upon request (ages 2-11 years inclusive).

E.O.E. 05/92

Call (416) 366-9771 Fax (416) 366-1005

## 1992 Summer & Fall Sample Fares to Europe

Below are some sample fares to Europe for the Summer/Fall 1992. Due to the present uncertain fare situation created by the transatlantic carriers, you are advised to call or fax for an accurate fare quote for your specific itinerary.

To: LONDON		
From: Montreal/Ottawa/Halifax/St. John's	\$ 550.00	\$ 814.00
Toronto	\$ 499.00	\$ 759.00
Vancouver/Calgary/Edmonton	\$ 701.00	\$ 949.00
To: PARIS		
From: Montreal	\$ 521.00	\$ 714.00
Toronto	\$ 504.00	\$ 707.00
From: TORONTO		
To: Frankfurt	\$ 644.00	\$ 853.00
Zurich	\$ 693.00	\$ 946.00

- ASK FOR LOW FARES FROM TORONTO OTHER CANADIAN AND EUROPEAN CITIES
- BOOKING CONDITIONS & RESTRICTIONS APPLY
- ADD-ONS AVAILABLE FROM ALL OTHER CANADIAN CITIES
- AIRFARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
- Not included: Canadian Transportation Tax \$40.00 and local taxes where applicable.

CALL (416) 366-9771

FAX (416) 366-1005

E.O.E. 05/92

## RANDOM SELECTED CROSS CANADA FARES

Vancouver	— Toronto	from \$387.00	Thunder Bay	— Ottawa	from \$291.00
Calgary	— Ottawa	from \$397.00	Toronto	— Edmonton	from \$377.00
Edmonton	— Winnipeg	from \$291.00	Ottawa	— Vancouver	from \$406.00
Regina	— Toronto	from \$348.00	Montreal	— Victoria	from \$587.00
Saskatoon	— Montreal	from \$390.00	Halifax	— Edmonton	from \$694.00
Winnipeg	— Halifax	from \$513.00	St. John's	— Toronto	from \$348.00

- BASED ON SUMMER HIGH SEASON AIR FARES
- BOOKING CONDITIONS & RESTRICTIONS APPLY
- Airfares subject to change and may be withdrawn at any time.
- Not included: Canadian transportation and GST taxes.

ENQUIRE ON OTHER VALUE FARES TO AND FROM OTHER CANADIAN DESTINATIONS. ALSO TO U.S. DESTINATIONS

CALL: (416) 366-9771

FAX: (416) 366-1005

ADVANCE

BOOKING

30 DAYS

NON-

REFUNDABLE

NO CHANGES



E.O.E. 05/92

## CAUT/ACPU WORKSHOPS • COMMITTEE MEETINGS • CONFERENCES • CONSORTIUMS

A number of meetings are scheduled during 1992.

If you are attending any of the above please feel free to give our

Corporate Section a call for the best fare possible.

Call (416) 366-9774 or TOLL FREE 1-800-268-8577

## SOUTH PACIFIC

To: SYDNEY/MELBOURNE/BRISBANE/CAIRNS		
From: Vancouver		From \$1162.00
Calgary/Edmonton		From \$1308.00
Regina/Saskatoon/Winnipeg		From \$1405.00
Toronto/Ottawa/Montreal		From \$1336.00
Halifax/Moncton/Fredericton		From \$1569.00
Charlottetown/St. John's		From \$1627.00
To: AUCKLAND		
From: Vancouver		From \$1066.00
Calgary/Edmonton		From \$1212.00
Regina/Saskatoon/Winnipeg		From \$1309.00
Toronto/Ottawa/Montreal		From \$1260.00
Halifax/Moncton/Fredericton		From \$1473.00
Charlottetown/St. John's		From \$1531.00
To: SYDNEY/MELBOURNE/BRISBANE/AUCKLAND via Hong Kong		
From: Vancouver		From \$1526.00
Calgary/Edmonton		From \$1707.00
Regina/Saskatoon		From \$1748.00
Winnipeg		From \$1767.00
Toronto/Montreal/Ottawa		From \$1776.00
Halifax/Moncton/Fredericton		From \$1928.00
St. John's		From \$1967.00

BOOK BEFORE JULY 10

- BASED ON LOW SEASON AIRFARES
- BOOKING CONDITIONS & RESTRICTIONS APPLY
- AIRFARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
- Not included: Canadian Transportation Tax \$40.00 and local taxes where applicable.

CALL (416) 366-9771

FAX (416) 366-1005

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## ORIENTAL GETAWAYS

To: BANGKOK		
From: Vancouver		From \$1177.00
Toronto/Montreal		From \$1362.00
Winnipeg/Regina/Saskatoon		From \$1340.00
Calgary/Edmonton		From \$1310.00
Halifax/Fredericton/Moncton		From \$1706.00
St. John's		From \$1737.00
To: HONG KONG		
From: Vancouver		From \$1170.00
Montreal		From \$1350.00
Toronto/Winnipeg/Regina/Saskatoon		From \$1320.00
Calgary/Edmonton		From \$1300.00
Halifax/Fredericton/Moncton		From \$1470.00
To: SINGAPORE/PENANG/KUALA LUMPUR		
From: Vancouver		From \$1292.00
Toronto/Montreal		From \$1487.00
Winnipeg/Regina/Saskatoon		From \$1464.00
Calgary/Edmonton		From \$1433.00
Halifax/Fredericton/Moncton		From \$1604.00
St. John's		From \$1635.00
To: JAKARTA/DENPASAR		
From: Vancouver		From \$1435.00
Montreal		From \$1615.00
Toronto/Winnipeg/Regina/Saskatoon		From \$1535.00
Calgary/Edmonton		From \$1565.00
Halifax/Fredericton/Moncton/St. John's		From \$1735.00
To: SEOUL		
From: Vancouver		From \$1034.00
Montreal		From \$1199.00
Toronto		From \$1113.00
Winnipeg		From \$1171.00
To: TOKYO		
From: Vancouver		From \$1013.00
Toronto/Montreal/Ottawa/Winnipeg		From \$1286.00
Regina/Saskatoon		From \$1229.00
Calgary/Edmonton		From \$1142.00
Halifax		From \$1315.00

- BOOKING CONDITIONS & RESTRICTIONS APPLY
- AIRFARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
- Not included: Canadian Transportation Tax \$40.00 and local taxes where applicable.

Routings are restrictive and for some itineraries an overnight at the Asian gateway may be required.

CALL (416) 366-9771 FAX (416) 366-1005

E.O.E. 05/92

## AROUND THE WORLD AIR FARES

ROUTING: VANCOUVER/HONOLULU/FIJI/AUCKLAND/SYDNEY/SINGAPORE/BANGKOK/DELHI/LONDON or PARIS/VANCOUVER ..... From \$3499.00

- Fare valid for one year
- Booking conditions and restrictions apply
- Add-ons available from all other Canadian cities
- Air fare is subject to change and may be withdrawn at any time
- Not included: Canadian Transportation Tax \$40.00 and local taxes where applicable.

Optional Exotic side trips are available (Rates on request):  
Fiji (Blue Lagoon Cruise), NEW ZEALAND (Milford Trek),  
AUSTRALIA (Great Barrier Reef), BANGKOK (Public), DELHI  
(Taj Mahal/Kashmir).

ASK FOR OTHER INTERESTING AROUND THE WORLD ROUTINGS.

E.O.E. 05/92

Call (416) 366-9771 Fax (416) 366-1005

## REMINDER

Ask us about Renault Leasing long stay rates.

## ALL AIRFARES INCLUDE SCHEDULED AIR SERVICE. CHARTER SERVICE ON REQUEST.

**FINLAY TRAVEL** A FULL SERVICE AGENCY  
Suite 2360, Exchange Tower, P.O. Box 433  
2 First Canadian Place, Toronto, Ontario M5X 1E3  
Tel: (416) 366-9771

Nous offrons aussi un service en français si vous le désirez  
(416) 366-9771. Fax (416) 366-1005 Whenever possible.  
**QUALITY, VALUE AND SERVICE UNSURPASSED.**  
Fares subject to change.

Any or all of the above offerings may be withdrawn at anytime.

Member  
**ASTA**  
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of Travel Agents